

Key Result Area (KRA)

Employee Code	00631547	Employee Name	Mr. Rohit Sudhakar Mane	Band	IV
Designation	PROJECT MANAGER	Department	Delivery	Project/Location	INDAMC 1
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	24-10-2024	KRA Approved On	15-11-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Change request, Project Contribution, Vertical Level contribution & Collection Expanding scope & executing Change Request: As per Annual Plan or revised target	60.00	1.1 Change Request: Total Change request + Additional Business : (Include License upsell & License CR)- 1.1.1 Govt : > 15% of Planned Revenue FY (4 Marks) 1.1.2 Pvt : > 30% of Planned Revenue FY (4 Marks) 1.1.3 Pvt:- Every project completed till December 24 should have a CR (2 Marks) Note :- for Every Non - core CR - SF,ARIBA,RPA, Vendex, AI, SAC Planning, Mobile Start, BTP - Process Automation , New Products BTP developments , etc. - 120% of CR value will be considered Floor target 85% and Target 100% and achievement to be calculated in proportion. maximum up to 110% can be achieved	Cr	Given
			1.2. Project Contribution: (25 Marks) 1. Resource Control : To Execute the project with the Budgeted Manpower (Manmonths & Budget) & achieve the Budgeted Contribution Floor: 90% and Target 100%, achievements calculated in proportion	%	Given

REVIEWEE

Name Mr. Rohit Sudhakar Mane
Date 24-10-2024 06:44:05 PM

REVIEWER

Name Mr. Sunil Manohar Pachgade
Date 25-10-2024 12:45:01 AM

FINAL REVIEWER

Name Mr. Anilkumar Sangameshw Jeur
Date 15-11-2024 12:34:01 AM

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1	Change request, Project Contribution, Vertical Level contribution & Collection Expanding scope & executing Change Request: As per Annual Plan or revised target	60.00	<p>1.3: Collection: As per target Target1: (15 Marks) A. Existing Project/Projects :- Collection should happen on monthly basis as per the Annual Budget along with SAP License A&O B. New Project/Projects :- Collection should happen in the Particular month as per approved project Budget Floor: 90% and Target 100%, achievement calculated in proportion. maximum up to 110% can be achieved</p> <p>Target 2: 1. Overall collection - Current Projects :- for the FY as per Budget (10 Marks) 2.2. Overall Collection - New Projects - as per Approved project budget. Floor: 80% and Target 100%, achievement calculated in proportion</p>	Cr	Given

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2	Projects Delivery execution:	20.00	<p>2.1:Project schedule & governance adherence: (7.5 Marks)</p> <p>1. Adherence to SLA of the Support project as mentioned in the contract</p> <p>No issue to be outstanding for more than 45 days</p> <p>2.2.1 :- Communication with customer on resolved issues & closure to be taken. (5 Marks)</p> <p>No issues should be open due to communication Gap</p> <p>2.2.2. Manmonth utilisation in the project as per Budget (2.5 Marks)</p> <p>2.2.3. Test cases to be attached for each resolved Issue while submitting to customer for UAT/ Closure (5 Marks)</p>	No's	Given

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3	Customer Excellence	15.00	3.1: No Negative feedback leading to Loss of new opportunity / CR's . (5Marks) >=90% of projects implemented can be given as a reference for new opportunities.- 100% between 70 % & 90 % of projects implemented can be given as a reference for new opportunities - 70% < 70% of projects implemented can be given as a reference for new opportunities - NIL 3.2 NPS score of customers to be increased 25 Points vis-a-vis baseline of 30 Sep 24 (5 marks) Floor target 80% and Target 100% and achievement to be calculated in proportion. 3.3 Existing customer as 31-03-24 & new customer added during the year should continue to be customer as of 31-03-25 (5 Marks) Floor target 80% and Target 100% and achievement to be calculated in proportion.	No's	0
4	Others	5.00	4.1 Self development by the way of Acquiring Knoweldge on New Products / Certifications 4.2 Team development :- Acquiring of Knowledge by Team members on new products / certifications 25% of team members should acquire new Knowledge	Score	As per target
	Total	100.00			

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