

Key Result Area (KRA)

Employee Code 00631487 **Employee Name** Mr. Shubham Dhanraj Dhamse **Band** I
Designation ASSOCIATE EXECUTIVE - BUSINESS DEVELOPMENT - GOVT. **Department** Business Development - Govt. **Project/Location** Head Office - Navi Mumbai (HO) - HO-NaviMum
Period 2024-2025 **From Date** 01-04-2024 **To Date** 31-03-2025
KRA Submittd On 23-10-2024 **KRA Approved On** 06-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	BID SUBMISSION (A)	30.00	Annual Bid Submission value through tender tiger or similar source of INR 135 Cr (Services)	%	min 70%
2	BID SUBMISSION (B)	20.00	Annual Bid submission through tender tiger or similar any other source nos. 12 (Services)	%	min 70%
3	BID SUBMISSION	5.00	No Bid is rejected due to insufficent documentation	%	min 70%
4	BID SUBMISSION (D)	10.00	Preparation of PQ & TQ in Excel sheet	No's	min 15
5	BID SUBMISSION (E)	5.00	Timely submission of tender document.	%	min 70%
6	BID SUBMISSION (F)	5.00	No bid should be missed through Tender Tiger or similar source.	No's	Not more than 5
7	Market Research (A)	5.00	Prepare Research Report of Prospective Organisation in Central / State Government Organization	No's	5

REVIEWEE

Name Mr. Shubham Dhanraj Dhamse
Date 23-10-2024 12:12:05 PM

REVIEWER

Name Mr. Ravindra Ramesh Shenai
Date 23-10-2024 12:14:09 PM

FINAL REVIEWER

Name Mr. Joydeep Banerjee
Date 06-11-2024 05:47:52 PM

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8	Market Research (B)	5.00	Identifying relevent opportunities for Highbar throught the above research which gets converted into ground build-up case. Value - 50Cr.	No's	5
9	Sales	5.00	Timely Updation of data in the knowledge bank with aproper structure	No's	weekly
10	Self Development	5.00	Adherence to plan decided during EDD	No's	As agreed- Assesment by Assesor
11	Contribution & Collection	5.00	Company level contribution for India 36.6% at delivery execution level "> 60 days collectibles [Other than o/s c/f from HBTL & HCC Group o/s]" to "Invoice raised for that Quarter other than HCC Group Invoice" < = 10% Q1,Q2,Q3,Q4	No's	Percentage <=10% <=10% <=10% <
	Total	100.00			

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