Key Performance Indicators for Junior Software Developer:

1. Code Quality: Measure the quality of the code produced by the developer. This could include metrics such as code reviews, bug density, and adherence to coding standards.

2. Productivity: Track the developer's output in terms of completed tasks, lines of code written, or features implemented within a given time frame.

3. Timeliness: Evaluate the developer's ability to meet deadlines and deliver projects on time. This could involve tracking the number of tasks completed on schedule versus those that are delayed.

4. Learning and Development: Monitor the developer's progress in acquiring new skills and knowledge relevant to their role. This could include participation in training programs, certifications earned, or contributions to knowledge-sharing initiatives within the team.

5. Team Collaboration: Assess the developer's ability to work effectively as part of a team. This could involve feedback from colleagues on their communication skills, willingness to help others, and overall contribution to team projects.

6. Bugs and Issues Resolved: Measure the developer's effectiveness in identifying and resolving bugs or technical issues in the software. This could include tracking the number of bugs fixed, their severity, and the time taken to resolve them.

7. Innovation and Creativity: Evaluate the developer's ability to propose innovative solutions and contribute creative ideas to projects. This could involve assessing the impact of their ideas on product improvement or efficiency gains.

8. Adherence to Best Practices: Assess the developer's adherence to best practices in software development, such as version control usage, documentation quality, and test coverage.

9. Customer Satisfaction: Measure the satisfaction of internal or external customers with the software developed by the developer. This could involve collecting feedback through surveys, user testing, or other feedback mechanisms.

10. Task Complexity: Consider the complexity of the tasks assigned to the developer when evaluating their performance. This could involve adjusting KPI targets based on the difficulty level of the projects they work on.