

## MONTHLY KPI FOR SOFTWARE DEVELOPER CONNEXION GROUP

S/NO	KEY RESULT AREA (KRA)	TARGET	PERCENTAGE
1	<b>Agile Process</b>		<b>100%</b>
	i. Lead and cycle time (How long it takes to get from idea to delivered software)	Maximum 120 days	50%
	ii. Open/ Close rate (production issues, raised and resolved within a specific period of time)	Maximum 24hrs	25%
	iii. Meeting deadlines		25%
2	<b>Production</b>		<b>100%</b>
	i. Mean time between failures (MTBF) (failures of software, during normal operating hours).	4 hours	25%
	ii. Mean time to recover/repair (MTTR) (average time required to troubleshoot and repair failed software).  Both are overall measures of your software system's performance in its current production environment.	3 hours	25%
	iii. Application crash rate (how many times an application fails divided by how many times it was used		25%
	iv. Testing Quality: defects found during use acceptance, testing, defects found in production		25%
3	<b>Code Quality</b>		<b>100%</b>
	i. Writing Stable Code. (creating changes to the product that don't harm the rest of the productt)		25%
	ii. Writing Testable Code		25%
	iii. Code Churn rate (rate of rewritten or deleted code after being written)		25%
	iv. Writing Simple Code. ...		25%
4	UI/UX Design		100%

Goal setting is essential. It helps you prioritize your activities and focus on efforts. When setting goals, it is critical that they be SMART goals

S-specific (Just like the KRA above)

M-Measurable(They can be measured)

A-Action-oriented (KRA involves actions to be taken ie agile and production process)

R-Realistically high (The KRA are realistic and achievable)

T- Time and resource bound. (The work hours for the day is 9am-6pm, that is 9 hrs, and resources are provided)

There would be sufficient rewards for goal achievement and consequences for failure. This will ensure that achieving the goal will rise to the top of the your “to-do” list.

If you lack the time and resources to complete your tasks and reach your goals, please feel free to visit the HR department ANYTIME or call my direct line at 07067627803 to discuss these issues, also report these issues to your supervisor

If there is anything you don't understand here, please Visit the HR department

If you would need to develop a plan in order to surpass these goals, you can also share them with me,

Thank you

Adesua Iyoyojie

HR