

10001170 Vipul Deshani

Employee Name : Vipul DeshaniManager's Name : Manoj Mhatre

Goalsheet Approval Date : 21-Apr-2017

**KRA Category : People**

**KRA Weightage : 15 \_**

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
Interpersonal skills	Text			Not Available	Not Available	Not Available	Not Available	Not Available	Training attended	training attended on 23th Nov 2016 & praticaly applied in regular work.
Influencing skills	Text			Not Available	Not Available	Not Available	Not Available	Not Available	Training not attended	i was busy with OS Upgrade Project
Advance training for Personos Scripting	Text			Not Available	Not Available	Not Available	Not Available	Not Available	learned myself	Downloaded some material from Internet Blogs & tried on Sandbox.

**KRA Category : Business**

**KRA Weightage : 15 \_**

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
SAP FIORI for PR-PO Release and PERSONAS for Synergy	Text			May_17	Apr_17	Mar_17	Feb_17	Jan_17	Installed & configured on 11th Dec 2016	Inhouse Implementation (Installation and Configuration) User can release PO and PRF remotely using their Mobile. by doing this, time can be saved between PO transaction. User can track the PO up to payment status. Saved almost 2 Lakh.
Implementation of SSL certificate for SAP securities	Text			Feb_17	Jan_17	Dec_16	Nov_16	Oct_16	implemented on 12th Sep 2016	SSL implementation to avoid unauthorized access to SAP servers and maintained high level security for remote users. This project done independently by me.

**KRA Category : Process**

**KRA Weightage : 40 \_**

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
SAP version technical upgrade from EHP6 to EHP7 for GST – Internally	Text			Oct_16	Sep_16	Aug_16	Jul_16	Jun_16	Go Live on 4th May 2016	Inhouse Implementation. I have independently done EHP7 upgrade in 15 days without taking any rest & had worked 24 hours a day to complete this 3 months project. This is pre requisite and compliance for GST. Saved nearly 50 Lakh.
SAP Tcode validation by Third Party	Text			30/02/2017	15/02/2017	30/01/2017	15/01/2017	30/12/2016	completed by 2nd Dec 2016	Post SAP Audit, Since SAP has refused to give the Tcode validation, we have done it through third party and designed report on usage vs assignment statistic. by doing this Risk assessment we have reduced our risk up to 95 percentage.
Ensuring software optimization and compliance of SAP Licenses including SOD	Text			30/03/2017	30/02/2017	30/01/2017	30/12/2016	30/11/2016	configured by 7th Nov 2016	Inhouse Implementation. We have reallocated the SAP Licenses based on the usage of SAP and maintained SOD based on the Rule set by the company. SOD implementation will reduce the business risk and mitigate the Risk. SAP Basis team had to created SOD scripts using SAP standard functionality to enable SOD check in SAP. There are very expensive SOD customized tools available in the market. We have saved almost 30 Lakh.
Solution Manager 7.2 Configuration on Windows Server	Text			Jan_17	Dec_16	Nov_16	Oct_16	Sep_16	Installed by 3rd OCT 2016	Inhouse Implementation. Installed Solution Manager Latest version on Windows and Released one AIX Server.

**KRA Category : Business**  
**KRA Weightage : 15 \_**

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
DR Drill	Text			Not Available	Not Available	0 times in year	1 times in year	2 times in year	DR Drill done 3 times	Inhouse Implementation. Installed Solution Manager Latest version on Windows and Released one AIX Server.
O/S Administration on Solaris, AIX and Oracle Database Administration with security Patches.	Text			Latest Patch _5	Latest Patch _4	Latest Patch _3	Latest Patch _2	Latest Patch _1	Latest minus 1 Patch updated	Latest AIX OS patches and security patches applied on IBM AIX Server 16 Nos. SAP patches upgrade to latest release (minus 1)

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
										for all SAP servers by IT Internal Basis team.
Monitor and maintain Firewall/Router at Sify IDC	Percentage			85	87	90	92	95	95	Monitored and maintained Firewall Router at Sify IDC on track.
Monitor and maintain VPN server at Sify IDC Firewall	Percentage			85	87	90	92	95	99	Monitored and maintained VPN server at Sify IDC Firewall on track.

**KRA Category : Customer**

**KRA Weightage : 15 \_**

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
SAP Uptime	Percentage			95	96	97	98	99	99	Maintained 99 percentage SAP DC and DR uptime. DC DR are in Sync and Data Lag was maintained up to Zero for BCP.
WAN uptime	Percentage			94	95	96	97	98	98	In spite of having dependencies and challenges from ISP. we have maintained 98 percentage WAN uptime to avoid business transaction loss by maintaining backup link effectively.
SAP Basis Support Window (India/Poland/Dubai)	Text			After 5 hour	After 4 hour	After 3 hour	After 2 hour	within 1 hour	within 1 hour	All Basis Support maintained by Manoj Mhatre and Vipul for India, Poland and Dubai. attended all the reported incident call ticket within 1 hours during office hours & Remotely during off working hours.