10000783 Nama Murali

Employee Name : Nama MuraliManager's Name : Hemant Deshmukh

Goalsheet Approval Date : 24-Apr-2017

KRA Category : People
KRA Weightage : 20

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
1 IDP completion of direct reportees	Text			30th of Mar 17	25th of Mar 17	15th of Mar 17	30th of FEB 17	15th of Feb /17	4	Completed from IT side. Development and testing done in time from IT side. There are some issues pending from Users side.
2 To impart SAP hands on trainning	Text			Once in five months	Once in four months	Once in three months	Once in two months	Once in one month	4	Training provided by training sessions conducted in locations and also provided training off shore.

KRA Category : Process
KRA Weightage : 20

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
1 Bifurcation of Domestic/Import Materials in OLEO	Text			After Aug/16	Before Aug/16	Before July/16	Before June/16	Before May/16	5	Development completed in May-16 only.
2 Automation of Debut Position in System	Text			End of Dec 16	End of Nov 16	End of Oct 16	End of Sep 16	End of Aug 16	4	Development Completed in September -2016
3 Statutory Compliances	Text			End of Feb 17	End of Jan 17	End of Dec 16	End of Nov 16	End of Oct 16	3	Completed development and testing in Dec-16 and handed over to Users.
4 EXIM BRC Implementation	Text			End of Mar 17	End of Feb 17	End of Jan 16	End of Dec 16	End of Nov 16	3	Completed development and testing from IT and handed over to Users in Jan-17.
5 Forex Module	Text			End of Jan 17	End of Dec 16	End of Nov 16	End of Oct 16	End of Sep 16	3	This KRA was linked with Mr.Anand Kasturi. He was kept March -2017 for 3.

KRA Category : Business
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
Ensure GST Impact Analysis data is delivered on time to make sure consultants present the analysis to management note.At the time of creation of the KRA the vendor has not given project milestones.	Text			With in 5 months of data delivery to consultants	With in 4 months of data delivery to consultants	With in 3 months of data delivery to consultants	With in 2 months of data delivery to consultants	With in 1 month of data delivery to consultants	5	All the documents are handed over to consultants in time as per their requirement.
EHP 6 to EHP 7 upgrade for system readiness.	Text			10/16	09/16	08/16	07/16	06/16	5	Completed in June 2016. Tetsed all business scenarios as per the requirement in all the modules.
Implementaion of GST as per government norms in quality server ready to be implemented in production server Note.At the time of this goal creation the GST go live date from the government is yet to be received and SAP patch yet to be delivered.	Date			31/Mar/2017	15/Mar/2017	28/Feb/2017	15/Feb/2017	01/Feb/2017	04/24/2017	On Track. Coordination with SAP and Deloitte is under progress.

KRA Category : Customer
KRA Weightage : 20

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
1 SAP Functional Support INDIA, POLAND & DUBAI	Text			RESPOND WITHIN 60 HRS	RESPOND WITHIN 56 HRS	RESPOND WITHIN 48 HRS	RESPOND WITHIN 36 HRS	RESPOND WITHIN 24 HRS	5	Giving support in all modules. Supported in all the modules at the time of technical up gradation.
2 SAP ABAP Support INDIA, POLAND & DUBAI	Text			RESPOND WITHIN 60 HRS	RESPOND WITHIN 56 HRS	RESPOND WITHIN 48 HRS	RESPOND WITHIN 36 HRS	RESPOND WITHIN 24 HRS	5	ABAP Services are providing in time as per the requirement.