

KPI FOR CHIEF MANAGER ENGG

Range & Weightage

Sr. No	Key Responsibilities Area	Key Performance Indicator(Unit)	Target	Weightage	Actual Achievement	Weightage Achieved	% age target achieved	Excellent	V. Good	Good	Fair	Poor	Methodology
1	Estimate Approval	Days	45	20	55	12	60	up to 45=20	46 to 50=16	51 to 55=12	56 to 60=10	More than 60 =6	No. of days taken to approve on receipt at HQs
2	Tendering Process (From Date of Advt.)	Days	90	20	95	16	80	Up to 90=20	95 to 99=16	100 to 104=12	105 to 110=10	More than 110=6	No. of the days taken to finalise the TE
3	Projects within Budget (awarded Amount)	%age enhancement	Zero-within budget	20	17	12	60	1% to 10%=20	11% to 15%=16	16% to 20%=12	21% to25%=10	Above 25%=6	Actual cost on completion pf project(Rs.)/ Original approved cost(Rs.)*100
4	Completion of Project	%age extension	Zero-within time	20	11	16	80	1% to 10%=20	11% to 15%=16	16% to 20%=12	21% to25%=10	Above 25%=6	(No. of the days during which project completed- No. of the actual days for completion)/No. of the days targetted for completion (including approved time extensions)*100
5	Quality of works	No. of substantial defficiency	Zero	20	3	10	50	up to 1=20	Up 2=16	Up to 3=12	Up to4=10	>4=6	No of incidences of substantial defficienies pointed out by third party Audit
			Total	100		66	66						

Rating	Outstanding	V. Good	Good	Average	Below Average
Score	81 -100%	61-80%	51-60	31-50	less than 30
		66			