



No. BSNLCO-COMN/11(15)/6/2024-RSTG

Dated 18.09.2024

To,

All CGMs, Territorial and Non-territorial Circles.
All Unit Heads, BSNL Corporate Office

Subject: Launch of People Analytics Mobile APP.

In partial modification of letter of even number dated 10.09.2024, I am directed to convey that clause 2.1(a) and 3.0 may be read as below:

2.1 People Analytics App Menu.



a) **DAILY DIARY:** To log daily activity/ progress on tasks/KPIs assigned, in maximum 100 characters.

✓ Activities related to Revenue, Sales, MTTR, Network installation and maintenance, Customer Experience and Govt. Projects KPIs, may be clearly mentioned.

Following KPI shall be assigned to all executives in Q3, FY 2024-25.

Table 1 – Diary Entry IPMS KPI


KPI DESCRIPTION	TARGET	GOOD	VERY GOOD	EXCEL	REMARKS
Daily Diary Update (ratio KPI with scaling weightage 10%)	90	80	90	100	Excellent score will be awarded for diary entry on 100% days on duty, barring leave period.

3.0 Timeline of Implementation.

a) People Analytics App shall **GO LIVE** on 18 Sep 2024 for all officers and executives to begin diarizing their daily work, logging achievements against Q2 KPIs (2024-25) assigned and entering **Atyuttam** blog entries.

- b) Since more than two months of Q2 have already elapsed, cumulative achievements (up to 18 Sep 2024) can be entered against KPIs.

This is issued with the approval of the competent authority.


18/09/24
Anita Johri
PGM (Restructuring)

Copy for kind information to:

1. PPS to CMD BSNL
2. PS to All Functional Directors
3. CGM Kerala
4. PGM Admin and PGM Pers, BSNL CO