

Finance Department KPI 2023

Area	Strategy Segment	KPI No.	Description		Measurement Criteria	Value out of 100%	Value out of Overall Wt %	Yearly Target
OPERATIONS (Overall weight 30%)	RESOURCES	KPI-1	Technology	• Bank reconciliation, 50% • Custom Duty Invoicing, - 100% • AR Receipt update, - 75% • Cash sale receipt entry, - 100% • Per diem payments, - 50% • Lease vehicles vendor invoicing, - 50% • Prepayments updates in ORACLE - 50%	As per Department plan	30%	9.00%	100.00%
		KPI-2		ERP HRMS - FinancePart Consolidation of SMSA Entity Financial	As per plan	20%	6.00%	100.00%
		KPI-3		Customer Portal	Monitor & Support	20%	6.00%	100.00%
		KPI-4	Resource Optimization	Offshore (Billing Accounting Budget Preparation and Report)	As per Budget report	30%	9.00%	100.00%
		Total				100%	30.00%	
Overall Weight						30%		
PEOPLE (Overall weight 10%)	RESOURCES	KPI-5	Localization	To achieve localization	As per HR Man power Report	50%	5.00%	100.00%
		KPI-6	Employees	Staff Survey Results - target 75%	HR- Training report	50%	5.00%	100.00%
		Total				100%	10.00%	
		Overall Weight				10%		
FINANCE (Overall weight 60%)	MONETIZATION	KPI-7	Management Reports (Finance)	Provide Timely Report on the Horizontal Business Lines	Monthly report	15%	9.00%	100.00%
		KPI-8	Receivable Collection	Collection Target 95% - Corporate Segment. Cash CD & VAT: 100%	As per report	35%	21.00%	100.00%
		KPI-9	Tax Compliance	VAT, WHT & TP	As per report	15%	9.00%	100.00%
		KPI-10	Demerger of Books	ST, SE, SL & SS	Monthly Progress Report	20%	12.00%	100.00%
		KPI-11	Financial Objective	Reporting & External Audit For SMSA Holding & SMSA Group Companies.	Quaterly & Annual	15%	9.00%	100.00%
		Total				100%	60%	
		Overall Weight				60%		
CUSTOMERS (N/A)	MONETIZATION	N/A	N/A	N/A	N/A	0%	0.00%	N/A
		Total				0%	0.00%	
		OVERALL WEIGHT				0%		
		100.00%						

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