

OKRs

over KRAs & KPIs in Performance Enhancement



What are KPIs, KRAs, and OKRs?



Key Performance Indicators (KPIs)

KPIs are the quantifiable metrics to measure how well an organization is moving towards meeting a specific objective.



Key Result Areas (KRAs)

KRAs are the qualitative metrics to measure performance as per the diverse job roles or business objectives.



Objectives and Key Results (OKRs)

OKRs are the performance tracking and goal setting framework that aids organizations to achieve common goals through actionable plans.



Benefits of

OKRs over KPIs & KRAs

01.

Organizations with a larger vision must adopt OKRs to share a set of goals and improve the overall outcomes.



02.

Every employee receives measurable action plans that imbibe a good sense of accountability.



03.

Unlike KRAs and KPIs, OKRs boost the overall collaboration between employees and their managers towards attaining common goals.



04.

OKRs enable organizations to align their employees towards a clear vision, key strategic goals, and top priorities.



05.

OKRs drive organizational performance and employee productivity through Focus, Alignment, and Clarity.

