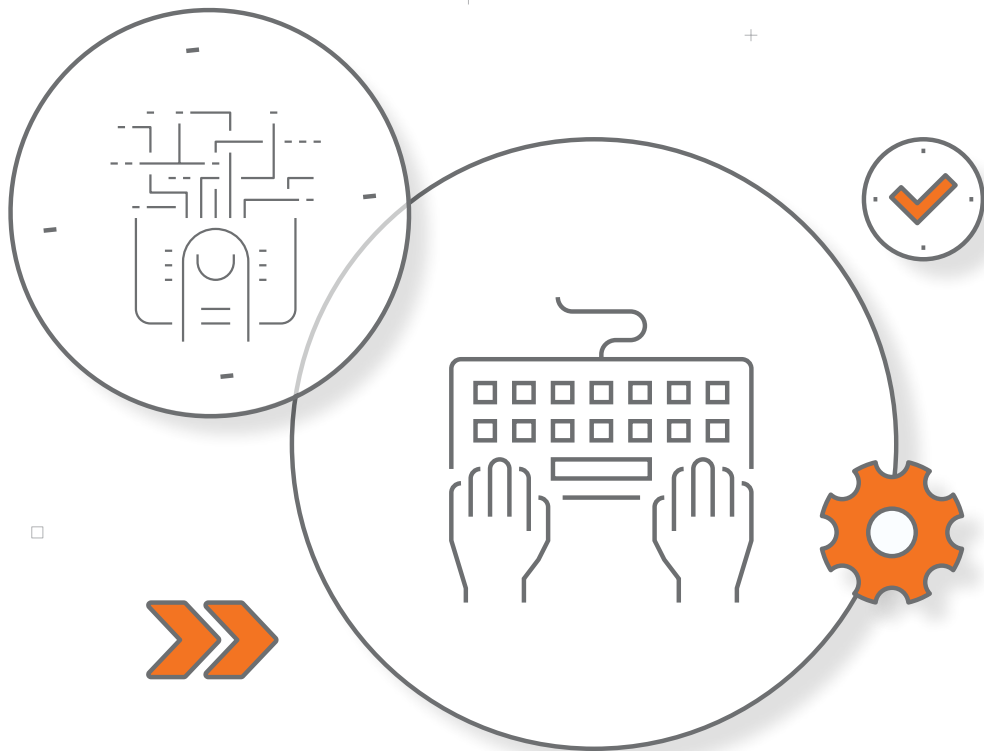




# software engineering

OKR EXAMPLES



# about this guide

When you're building a product for growth, using Engineering OKRs is a great way to provide focus and align priorities with the rest of your company.



If you're looking for a basic introduction to OKRs, check out our [Complete Guide to OKRs](#).



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## ENGINEERING

# OKR examples for performance



### OBJECTIVE 1

Build a high performing engineering team



### KEY RESULTS

1. Increase performance capacity by 25% (Task: Hire 5 new back-end developers)
2. Develop and document performance metrics for engineering team
3. Attend 2 additional industry recognized conferences over last quarter



### OBJECTIVE 2

Improve quality of development process



### KEY RESULTS

1. Implement process to assess development tools being used
2. Reduce the number of customers reported bugs by 25%
3. Increase mandatory educational development time to 1 week each quarter

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ENGINEERING

# OKR examples for security



**OBJECTIVE 1**

Increase data security



**KEY RESULTS**

1. Reduce occurrences of data breach to zero
2. Increase data recovery rate to 100%
3. 50% decrease in data migration and backup time



**OBJECTIVE 2**

Improve company security



**KEY RESULTS**

1. 100% attendance of security awareness staff training
2. 50% increase in security using new protocol for addressing product security issues
3. Implement a new antivirus system across company

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ENGINEERING

# OKR examples for product



## OBJECTIVE 1

Improve quality of product releases



### KEY RESULTS

1. Reduce bugs found during development process by 20%
2. Improve unit testing coverage from 50% to 70%
3. Increase sprint capacity from 85 to 100 SP
4. Individual developers contribute 20% more code reviews by the end of every sprint



## OBJECTIVE 2

Improve speed of feature releases



### KEY RESULTS

1. Increase length of QA testing phase before entering user testing phase by 2 weeks
2. Reduce reported bugs by 50% a week prior to feature release
3. Decrease of reported issues during development process by 25%

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## ENGINEERING

# OKR examples for front-end development



### OBJECTIVE 1

Improve front-end speed



### KEY RESULTS

1. Ship X additional story points over last quarter
2. Reduce average lead time to X
3. Increase unit test coverage by X%



### OBJECTIVE 2

Contribute to product quality



### KEY RESULTS

1. Increase code review time by 20 minutes each day
2. Increase time spent on learning new languages to 1 week each quarter
3. Ship 2 additional new front-end features this quarter

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ENGINEERING

# OKR examples for back-end development



**OBJECTIVE 1**

Improve software application performance



**KEY RESULTS**

1. Reduce API response time to 4s
2. Reduce average application response time to <450ms
3. Decrease code review times by half



**OBJECTIVE 2**

Hire top backend talent



**KEY RESULTS**

1. Attend 2 additional technology meetups over last quarter
2. Improve recruiting process with new screening processes

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# about Paycor

Paycor Talent Development is a performance management software that empowers employees to better achieve goals, get recognized and receive continuous feedback in an engaging social environment using OKRs.

We help organizations focus on engaging people by improving goal visibility and enhancing company culture to achieve long-term sustainable growth.

Paycor Talent Development is for organizations that are innovating the traditional performance management process; partnering with their people to unleash the human spirit at work.