

10003786 Aniket Pai

Employee Name : Aniket PaiManager's Name : Sunilkumar Singh

Goalsheet Approval Date : 07-Apr-2017

KRA Category : Business

KRA Weightage : 20 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraiser comment on actual achievement
Using IE methodology optimize the direct and other direct manpower requirements for CMB units by 20% over FY16 nos. by Sep'16	Percentage		100	10	15	20	22	25	Because of budget constraint could not implement the turn table idea. Now capex is being raised by Raphael and we will implement this idea in May'17 (based on capex approval) Direct manpower reduction is not possible at this moment without investment options. Will suggest investment options this year to reduce manpower. For eg Reduction of 1 casual per line per shift if we can automate the transport of filled CFB after filling to placement on pallet. Total potential is 15 casuals for wrapper line. During recent travel in late Mar'17 I collected data for DAL process. Need to work on the proposal.	NA

KRA Category : Process

KRA Weightage : 40 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraiser comment on actual achievement
Streamline NPD process by remove/realign current activities to achieve 20% reduction in overall time by Aug'16	Percentage		25	5	10	20	25	30	Regular tracking and meetings are conducted with stakeholders. Coordinating between taloja and Baddi for syndet noodles. Training R&D person (para mesh/Himanshu on project management and VVF process). It was necessary to map all projects in MS project and track them regularly hence the process improvement part will be taken care in FY17-18	NA
NPD Project OTIFQ	Percentage		50	85	90	95	97	100	NPD OTIF is 81% with 39 projects completed on time	

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									out of 49 (1 project considered out of calculation)	
Project OTIF (Baddi 2, Dettol GMP, Dettol PET)	Percentage		25	90	95	100	100	100	Prepared the gantt chart for Dettol pet project. Visited Daman factory for studying the Dettol bulk mfg process and created different scenarios. Waiting for capex approval for more involvement. Soap new factory is currently at high level discussion, based on GST information in May'17 more activities expected	

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1 Analyzing planned vs. actual and work on solutions to increase OEE in planned shifts on average by 10% - Sep'16	Text		50	<5%	5%	10%	12.5%	15.0%	NA	NA
2 Reduce recurring downtimes with frugal solutions and increase the uptime & OEE by 10% per line shift - Dec'16	Text		50	<5%	5%	10%	12.5%	15.0%		

KRA Category : Customer
KRA Weightage : 20 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
1 Customer Feedback on quarterly basis (out of 5)	Text		40	3.5	3.6	3.8	3.9	4	Goal changed to training employees on Project Management	NA
2 Measure and improve process capability for top 5 parameters (Cpk above 1)	Text		60	0.85	0.9	1	1.16	1.33		

Employee Name	Aniket Pai	Manager's name	Sunilkumar Singh
Employee Code	10003786	Year	2016-2017

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

No	Name of program	Faculty	Days	Please explain why the training is needed	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2	Learn macro for streamline daily production reports, create analysis report for factory data	Yes	Completed 7-8 Dec
6	Environment Health and Safety *	EHS Team	1	Mandatory	Yes	Completed 15-mar
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5			
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +)	ASHOKR AO PATIL	0.5			

	and cGMP **					
10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	1	New employee hence will like to identify my strengths	undefined	

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

No	Topics required	No. of Days	Internal faculty name	Program Completed	Reviews
1				undefined	undefined
2					

Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Completed	Reviews
1	Coaching through leader in own function for functional inputs	Pratyaya Chakrabarti	20	31/Mar/2017	Yes	In progress
2	Coaching through leader in own function for functional inputs	Amit Sanas	4	31/Mar/2017	No	Yet to Start

Part C: Development through action learning projects

Project Title	Understanding of the product and process knowledge for soaps and liquids
Review date	31st May'16
Target end date	30/Sep/2016

Project scope	1. To develop the understanding of the manufacturing process 2. To identify the area of improvement in terms of machine and manpower productivity 3. To suggest the corrective measures using IE
Project exclusions	DFA and noodles plant
Project deliverables (Target at rating 3: good solid performance)	10% improvement in machine and manpower productivity at Daman and Baddi
What is the employee expected to learn from this project	1. Understanding the process and products 2. Usage of IE tools to improve efficiencies
Reviewer(s) name	Sunil Singh
Project Status	Not Completed
Project Status Comments	Understanding of process and plant operation done. Shared couple of proposal's for cost reduction. Some of them will be implement in FY17-18, need to further discuss the same with plant operations for additional projects