

Employee Name : Sujit Das
 Manager's Name : Sanjib Sinha
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 40

KRA Description : Achievement of Business objective

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
Total Sales - 10.36 Crs	Value	40	10.36	< 7.15	7.25 to 9.84	9.95 to 10.88	10.98 to 13.36	14.4
Doy Care Soap - 1.02 Crs	Value	20	1.02	< 0.7	0.71 to 0.97	0.98 to 1.07	1.08 to 1.32	1.42
Doy Soap - 11.58 Lacs	Value	10	11.58	< 7.99	8.11 to 11	11.12 to 12.16	12.27 to 14.94	16.1
Bacter Shield - 30 Lacs	Value	20	30	< 20.7	21 to 28.5	28.8 to 31.5	31.8 to 38.7	41.7
Face Wash - 6 lacs	Value	10	6	< 4.14	4.2 to 5.7	5.76 to 6.3	6.36 to 7.74	8.34

KRA Category : Customer

KRA Weightage : 15

KRA Description : MTO

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
JO - 14.55 Lacs	Value	50	14.55	< 10.04	10.19 to 13.82	13.97 to 15.28	15.42 to 18.77	20.22
DOY care - 4.43 Lacs	Value	15	4.43	< 3.06	3.1 to 4.21	4.25 to 4.65	4.7 to 5.71	6.16
BS soap & Hand wash - 1.95 Lacs	Value	15	1.95	< 1.35	1.37 to 1.85	1.87 to 2.05	2.07 to 2.52	2.71
Doy Soap-1.36 Lacs	Value	10	1.36	< 0.94	0.95 to 1.29	1.31 to 1.43	1.44 to 1.75	1.89
Fill rate-71%	Value	10	71	< 48.99	49.7 to 67.45	68.16 to 74.55	75.26 to 91.59	98.69

KRA Category : People
KRA Weightage : 15
KRA Description : Improving Productivity

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
Increase TLSPD-46	Units	50	46	< 31.74	32.2 to 43.7	44.16 to 48.3	48.76 to 59.34	63.94
Increase Productivity-38	Units	50	38	< 26.22	26.6 to 36.1	36.48 to 39.9	40.28 to 49.02	52.82

KRA Category : Business
KRA Weightage : 15
KRA Description : Improving profitability

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
Elite SKU - 5.01 Crs	Value	70	5.01	< 3.46	3.51 to 4.76	4.81 to 5.26	5.31 to 6.46	6.96
New Product Launches, Mystia Range-10 lac	Value	30	10	< 6.9	7 to 9.5	9.6 to 10.5	10.6 to 12.9	13.9

KRA Category : Process
KRA Weightage : 15
KRA Description : Process Development

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
Secondary GPS Implementation	Date	50		31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Development District -Bankura increase sale-85 Lacs	Value	25	85	< 58.65	59.5 to 80.75	81.6 to 89.25	90.1 to 109.65	118.15

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Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Manager's name	Employee ID	Year
Sujit Das	Sanjib Sinha	10000638	2017-2018

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
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

*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
1			
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					
2	Coaching through leader in own					

	function for functional inputs					
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Part C: Development through action learning projects

Project Title	
Review date	
Target end date	
Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	
Project Status Comments	