

10000523 Kiran P

Employee Name : Kiran P Manager's Name : Vinoo Dias

Goalsheet Approval Date : 20-Apr-2017

KRA Category : People

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.Preparing deviation, inventory and MIS 'Oleo input' reports.	Text			10_ 12 th of Every Month	10_ 12 th of Every Month	8_ 10 th of Every Month	5_ 7 th of Every Month	1 _ 4 th of Every Month	1st to 4 th of every Month	1st to 4 th of every Month
2 Circulation of SPKO /RMO & 1618 Position	Text			Not Available	Not Available	fortnight	Every week (Thursday)	twice a week	Twice a week. Tuesday & Thursday	Circulated Tuesday & Thursday of every week.

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	Appraisee comment on actual achievement
1.Slow moving above 90 days - Annual Average	Text			2750_3000	2500_2750	2250_2500	2000_2250	<2000	1640 MT	< 2000 MT
2.Provide information to Purchase function for Oil purchase planning (ORMS)	Text			Not Available	Not Available	fortnight	Once in every week	Not available	Once in every week ,if any change in raw material requirement is there.	Circulated Oil requirement based on demand forecast .
3.Cordination with Sourcing team to ensure that 'SNOP manufacturing' route is considered in procurement plan	Text			1_3 working days before month end	3_5 working days before month end	5_7 working days before month end	8_10 working days before month end	10_12 working days before month end	8 to 10 th Working days before month end	8 to 10 th Working days before month end
4.Inventory Norms	Text			>66 days of sales	64_66 days of sales	62_64 days of sales	59_61 days of sales	<59 days of sales	63.5 days	63.5 Days

KRA Category : Process

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. Preparing 3 months of detailed material balance	Text			not available	not available	6_7 th of every month	4_5 th of every month	2_3 rd of every month	Prepared 3 months detailed material balance ,before SNOP meetings	Prepared 3 months detailed material balance ,before SNOP meetings

KRA Category : Business

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	Appraisee comment on actual achievement
1.Build the supply commitment for next month,taking in consideration of production cost ,best suitable raw materials and plant capacity	Text			30 th of previous month	28 th of previous month	27 th of previous month	26 th of previous month	25 th of previous month	27 th	27 th
2.Co-ordinate with demand planner ,manufacturing team for meeting SNOP commitment	Text			27 th of previous month	26 th of previous month	25 th of previous month	24 th of previous month	23 th of previous month	24 th	24 th
3.Planning versus Actual	Text			<80%	>80% to 85 %	> 85% to 90%	>90% to 95 %	>95%	92 %	>90%
4.Provide manufacturing routes of product wise SNOP commitment to the Finance	Text			10_ 12 th of Every Month	10_ 12 th of Every Month	8_ 10 th of Every Month	5_ 7 th of Every Month	1 _ 4 th of Every Month	1 to 4 th week	1 to 4 th week
5.MRP in SAP	Text			Dec'16	Nov'16	Oct'16	Sep'16	Aug'16	October '16	October '16