

10003088 Shivaji Dhepe

Employee Name : Shivaji DhepeManager's Name : Anant Pednekar

Goalsheet Approval Date : 20-Apr-2017

**KRA Category : People**

**KRA Weightage : 15 \_**

| 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  |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--------------------------------|--|
| Completion of IDP of self and Ashwini         | Text |               |       | Not Available                  | Not Available         | By 30.09.2016              | By 31.07.2016            | Not Available               | 3                              | Completed the task                       |
| BC Traning programe Sion & Sewree             | Text |               |       | Not Available                  | Not Available         | One in Two Months          | One in each Month        | Not Available               | 3                              | Medical awareness / Fire safety training |
| Faculty for BC Traning programe Sion & Sewree | Text |               |       | Not Available                  | Not Available         | Two clases                 | Three clases             | Not Available               | 3                              | need improvement                         |

**KRA Category : Customer**

**KRA Weightage : 25 \_**

| 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                        |
|---|------|---------------|-------|--------------------------------|-----------------------|---|---|-----------------------------|--------------------------------|--|
| Issue of uniforms/ shoes and other committed requirement to Sewree and Sion employees | Text |               |       | .                              | .                     | "Uniform/ Shoes : 31 Jul Picnic: 31 Jul. Medicals : 31 Oct Welfare Commit. : as per last year " | "Uniform/ Shoes :15 Jul Picnic: 15 Jul Medicals : 15 Oct Welfare Commit. : 15 days prior to last year " | .                           | 3                              | Completed the task   |
| Full and final payments w.r.t. BC of Sion & Sewree                                    | Text |               |       | .                              | .                     | "Gratuity : on last day F&F: next month salary "  | "Gratuity : on last day F&F: next month salary Death Cases: all dues within 2 months "                  | .                           | 4                              | completed the FFS of separated workmen including 2 death cases |
| Budget FY 2016-17   | Text |               |       | .                              | .                     | savings 10% vs FY 15_16   | "savings 15% vs FY 15_16 "  | .                           | 3                              | completed  |
| Submission of annual budget w.r.t. Sion & Sewree                                      | Text |               |       | .                              | .                     | Submission: 15 Jan_17   | Submission: 01 Jan_17   | .                           | 3                              | submitted annual budget within time limite                     |

**KRA Category : Business**

**KRA Weightage : 30 \_**

| 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                                     |
|--|------|---------------|-------|--------------------------------|-----------------------|--|--|-----------------------------|--------------------------------|---|
| Transfer of 109-B Employees on 109 Roll alongwith all PF transfers               | Text |               |       | Not Available                  | Not Available         | By 31.08.2016  | By 15.08.2016  | Not Available               | 3                              | issue is kept pending as Mgt. policy  |
| All Contract labour withdrwal from 109-B without IR issues / cases               | Text |               |       | Not Available                  | Not Available         | By 31.07.2016  | By 15.07.2016  | Not Available               | 3                              | issue is kept pending as Mgt. policy  |
| All compliance licenses in place for Sion & Sewree                               | Text |               |       | Not Available                  | Not Available         | Applications made in time and 2 months delay for receipt of licenses | By due dates   | Not Available               | 4                              | applied / renewal all statutory license as per requirements                 |
| To neutralize ULP & Other Court cases  | Text |               |       | Not Available                  | Not Available         | "Thorat : 31 july Ghatak,Shelke : 31 Oct Kutch closure : 30 Dec "    | "Thorat : 15 july Ghatak,Shelke:30 Sep Kutch closure : 30 Sep" | Not Available               | 4                              | Disposal of total 12 cases at Sion, 01 at Taloja & 02 at Navsari in 2016-17 |
| To change aproch and ensure smooth relation with union resulting into settlement | Text |               |       | Not Available                  | Not Available         | Bonus Agreement for FY_15_16: by 30 Sep                              | Bonus Agreement for FY_15_16: by 15 Sep                        | Not Available               | 4                              | Bonus settlement, new union in Sion   |
| IR intelligence  | Text |               |       | Not Available                  | Not Available         | Loss of Zero Man days at Sion & Sewree                               | Not Available  | Not Available               | 3                              | no major IR issue   |

#### KRA Category : Process

KRA Weightage : 30 \_

| 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  |
|---|------|---------------|-------|--------------------------------|-----------------------|---|---|-----------------------------|--------------------------------|--|
| PMS of JMC & above : collection, checking & submission          | Text |               |       | Not Available                  | Not Available         | before : 10 April   | before : 30 April   | Not Available               | 3                              | complied within time   |
| Compilation and submission of quarterly complaine of all plants | Text |               |       | Not Available                  | Not Available         | preceding 15th of each quarter  | preceding 10th of each quarter  | Not Available               | 4                              | compliance in time   |
| Submission of Statutory application/ returns / replies          | Text |               |       | Not Available                  | Not Available         | within last date  | 15th days in advance  | Not Available               | 3                              | compliance in time   |
| Handling of court orders  | Text |               |       | Not Available                  | Not Available         | "Neutralising NBW before apperance Contempt replies/ actions within court permissibility" | "NO issuance of NBW 04 days Contempt replies / actions within court permissibility" | Not Available               | 4                              | No major issue / No NBW / Disposal of total 12 cases at Sion, 01 at Taloja & 02 at Navsari |