

10001457 SHYJU KURIYINETH

Employee Name : SHYJU KURIYINETH Manager's Name : AMIT MUKHERJEE

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	Appraiser comment on actual achievement
1) Successor planning for L-1	Text			Not Available	Not Available	1 person	1 person	1 person	5	Trained Mr. Amritava Jana as successor
3) Multiskilling of technician	Text			Not Available	Not Available	1	2	3	5	After VRS we have trained 3 new people from production for maintenance

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	Appraiser comment on actual achievement
*1 OTIF within Budget (project) "	Text			Not Available	Not Available	96%	98%	100%	5	NA
2)Strengthen Engineering Practices to promote better quality, reliability and safety in engineering service activities	Text			Red	Amber	Green	Green	Green	5	1, Made new neat soap feeding setup to maintain quality noodles for jothy, this is also eliminate the steam cost also 2,RO water feeding setup neem soap making to reduce the chloride precentage, 3, installation of water infeed meter for analyze steam consumption
3)Reduction in fire incidents	Text			Not Available	Not Available	nil	nil	nil	5	No fire incident
4)Reduction in first Aid cases	Text			Not Available	Not Available	2%	3%	5%	5	no major accident happened

KRA Category : Customer

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)OTIF Production	Text			Not Available	Not Available	94%	96%	100%	5	NA
2)Provide good performance in plants, machines, utility and HVAC systems	Text			Not Available	Not Available	94%	96%	98%	5	NA
2) QL	Text			3.2	3.4	3.6	3.8	4	NA	NA
4)Shudule PM and critical spare availability to Increase MTBF and decrease MTTR	Text			Not Available	Not Available	96%	98%	100%	5	

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)Reducing conversion cost by taking power saving initiatives and reducing steam consumption and fuel usage	Text			Not Available	Not Available	2%	3%	4%	5	1, reduce conversion cost by adding new soap feeding setup 2, installation of high speed gear pump to reduce neat soap transfer time
2)Reducing conversion cost by reducing wastages	Text			Not Available	Not Available	2%	3%	4%	4	1, reduce conversion cost by adding new soap feeding setup 2, installation of high speed gear pump to reduce neat soap transfer time
3)Up time of machines and utility	Text			Not Available	Not Available	92%	94%	96%	4	NA
4)Saving in R/M Budgut	Text			Not Available	Not Available	2%	3%	5%	5	1, saving in RO reconditioning cost 2,Savings in ETP reconditioning cost