Employee Name : Chandan Tare
Manager's Name : Pramod Pardale
Goalsheet Of Year: 2017-2018

KRA Category : Process
KRA Weightage : 25
KRA Description : Create Freight cost by using Logistics module in SAP

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
Shipment cost for Ex Zirakpur transpotation to be created in SAP for freight bill passing	Text			1	1	10th day	7th day	3rd day
ABP data Ex Zirakpur / Ex Baddi CPD & Ex Daman & Ex Tiljala to be given to Costing Deptt.	Text			1	1	3rd week	2nd week of Jan 2018	1st week of Jan 2018
Exploring online portals for vehicle sourcing	Text			1	1	1	1 onlinr vrndor	2 online vendors
Part Load Transport vendor development	Text			1	1	existing vendor for others routes in part load	1 vendor	2 vendors
Looking for more Rail options	Text			1	1	1	Explore posibility	Cost Analysis of Railway route Vs Surface for 2 destinations

KRA Category : Business
KRA Weightage : 40
KRA Description : Effectiveness in Logistics function

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
Conducting Revrese Auction for Ex Zirakpur to all India Transportation & having Transport contracts in place .	Text			1	1	Aug 3rd week & Jan 3rd week	Aug 2nd week & Jan 18 2nd week	August 1st week for apple season & jan 1st week for normal season
Transport Contracts to be finalised for Ex Daman, Ex Tiljala & R M Inbound VVF Baddi transportation	Text			1	1	within a month	with in 15 datys	Immediate on expiry of the contract
New Vendor development	Text			1	1	1 new transporter	2 new transporters	more than 2 new transporters
Diesel price fluctuations to be adjusted in the freight rates on monthly basis	Text			1	1	in 10 days	in 7 days	In 3 days after the change is declared

KRA Category : Customer
KRA Weightage : 20
KRA Description : Circulation of reports for internal customer satisfaction

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
Fund provision for monthly expeniture of CPD to be given to Costing Deptt. (Ex Zirakpur + Ex Badi CPD freight)	Text			1	1	7th day of every month	on 5th day of every month	2nd day of every month
Tracking report of Ex Zirakpur dispatch to be ciculated to all RSMs in all the 4 regions twice a week	Text			1	1	once in 10 days	once a week	twice a week
Ex Daman part load distribution tracking to be circulated on weekly basis .	Text			1	1	once in 15 days	once in 10 days	once a week

KRA Category : People
KRA Weightage : 15
KRA Description : Completion of Training programs & completion of IDP

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
Completion of IDP	Text			1	1	1	1 programs	2 programs
Training Program	Text			1	1	1	2 programs	3 programs

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

Employee Name	Manager's name	Employee ID	Year
Chandan Tare	Pramod Pardale	10000718	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					

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	