

10000717 Siddharth Parikh

Employee Name : Siddharth ParikhManager's Name : Vinayak Jadhav

Goalsheet Approval Date : 12-Apr-2017

KRA Category : Process

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	Appraiser comment on actual achievement
1 Over Dues control	Text			30 days	15 days	< 7 days	< 3 days	0 Days	All overdues are well controlled. In fact we are getting OD well in advance from our major customers like RB. Rest we are getting before due date (i.e. D'mart, Galderma).	NA
2 Quick turn around time for first proposal	Text			30 days	15 days	7 days	5 days	1 day	Max 5 days are required for 1st cut proposal.	NA
*3 No Carry over of RM, PM inventory beyond 3 months without plans "	Text			9 months	6 months	3 months	2 months	1month	Max 2 months for customers like Glenmark, & Galderma, Glenmark as their volumes are less.	NA
4 Set process all customers for on time lifting of FG	Text			14 Days from RFD	7 days from RFD	3 days from RFD	2 Days from RFD	1 Day from RFD	FG of customers like Galderma,D'mart,Piramal, RB Noodles, is dispatch within	NA

KRA Category : Customer

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	Appraiser comment on actual achievement
1 Timely MIS for customers	Text			.	Occasional dealys	On time	Value added MIS	Customer delight	All MIS desired by the customers are sent on day to day basis or as and when asked.	NA
2 Supprt and Deliver increased/unplanned cusomter demands	Text			10%	30%	50%	75%	100%	RB Liqu	NA

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 Delivery on ABP - 435 Cr Soaps 18133MT, Noodles - 20775MT, Powder - 6279MT, Liquids - 697 L bottles	Text			Soap-325MT, Noodles-13,950MT, Liquid-601L Bottles	Soap-343MT, Noodles-14,725MT, Liquid-635L Bottles	Soap-361MT, Noodles-15,500MT, Liquid-668L Bottles	Soap-379MT, Noodles-16,275MT, Liquid-701L Bottles	Soap-397MT, Noodles-17,050MT, Liquid-734L Bottles	NA	NA
2 Delivery on EBITDA - 56 Cr	Text			40	50	56	58	60	NA	NA
3 Customer Satisfaction Feedback	Text			3	3.5	3.8	4	4.2	NA	NA
4 OTIF for NPDs	Text			70%	80%	90%	95%	100%	NA	NA

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
1 Seek support from Manager	Text			.	.	Occasional need of extra support	No extra support	Ahead of time without no extra support	No Extra Support.	NA
2 More exposure to financial analysis, engage with clients to tap strategic partnerships opportunities "	Text			.	.	Tapped strategic opportunities	Initiated work on strategic opportunities	Implemented strategic opportunities	DHS 50ml Sling	NA

KRA Category : Business
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
1 Secure Business for CMB for export, new customers	Text			13 Cr	19 Cr	25 Cr	31 Cr	>32 Cr	NA	NA
2 Overall GC	Text			On Track	NA
3 Recovery of C forms	Text			80	90	100	125	150	Total Recovery 272.49Cr Break up : Pfizer 4.19Cr, Piramal 17.07Cr Recitt Benckiser (india) Ltd 250.05Cr, MHS Pharmaceuticals Pvt Ltd 0.83Cr, Kepler Healthcare pvt ld 0.36Cr Total 272.49Cr	NA

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

Employee Name	Siddharth Parikh	Manager's name	Vinayak Jadhav
Employee Code	10000717	Year	2016-2017

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	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	OK	Yes	Successfully completed
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	OK	undefined	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	OK	undefined	

	**						
10	Influencing skills	Internal TBD	2				
11	Strengths based team building	Charles Carvalho	1	Executing (ability to get things done), to influence other to support ideas, tasks, relationship building to encourage people to work together toward a common goal and strategic thinking inside and outside the box	Yes	Successfully completed	

*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	Program Completed	Reviews
1				undefined	undefined
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	Select
Project Status Comments	