

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
On Job training to new workmen	Text			4 hrs	8 hrs	12 hrs	16 hrs	20 hrs
Training on safety precaution to new workmen and use of PPE all the time	Text			4 hrs	8 hrs	12 hrs	16 hrs	20 hrs
To maintain the medicine in first aid box and maintain the related documents.	Text			Missed two documents	Missed one documents	Maintained	Efforts done to change format for better documentation	Extra efforts done to change format for better documentation

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
Manpower handing and deployment as per target	Text			20% more than target	10% more than target	As per target	10% less than target	20% less than target
Control the PM wastages 5% less compare to last year	Text			3	4	5	6	7
Bulk yield targets (DAL - 99%, DHS - 98.5%, BSHW - 98%, DCFW - 96.5%, CCFFW - 97.5%, JBO - 98.4%)	Text			1% less than target	0.5% less than target	As per target	0.5% more than target	1% less than target

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
Maintain GMP on shop floor as per SOP (comparison with audit rating)	Text			Red	Yellow	Green	Green	Green
Completion of BMR	Text			Third day	Second day	Next day	Same day	Within 4 hrs
Monitoring and ensuring of weekly C&S as per SOP (Text			Red	Yellow	Green	Green	Green

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
comparision with audit rating)								

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
Line plan compliance on weekly basis should be 96%	Text			92	94	96	98	100
Achieve shift wise line targets	Text			92	94	96	98	100
Quality Level (At IPQA stage)	Text			<4.5	4.5_5.0	5	5.1	5.2