

Employee Name : Bharat KaleManager's Name : Bharat Kale
Goalsheet Approval Date : 30-Nov-2016

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
1.Syndet Noodles /Flakes /Soap (3 - 6 Options to Client) Commercialize	Text			.	.	Q_1 2017	Q_4 2017	Q_3 2016
2.CMB Project Number of product ready for Launch & Launched	Text			.	.	5	6	7
3.Translucent Noodles : To achieve translucency as per Jocil Noodles (In line with ITC Specification)	Text			.	.	3.Translucent Noodles : To achieve translucency as per Jocil Noodles (In line with ITC Specification)	Improve by 10 % in Lux Value	Closer to Pan Century

KRA Category : Customer

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
1. Coordinating with supply chain and implementation of Actives (Peach & Tulsi Oils) on costing saving and implementing the same.	Text			.	.	by 09/2016	by 08/2016	by 07/2016
2. Cost effective solution for Filler Calcium Carbonate	Text			.	.	by 02/2017	by 01/2017	by 12/2016
3. Transparent soap - Doy formulation (Replacement of HPKO to Coconut Fatty Acid) & Avelia ,Toor - Replacement of RPKO to Coconut Fatty Acid)	Text			.	.	by 09/2016	by 08/2016	by 07/2016

KRA Category : Customer

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
Cost effective oil blend option to be made ready by generating data on performance & by completing stability studies	Text			.	.	by 03/2017	by 02/2017	by 01/2017
Moisture management in soaps. New concepts. Collaboration	Text			.	.	Develop the concept and prepare prototypes successfully by Q1,	Develop the concept and ready for roll out in FY 2017_18	.

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
with NCL, Pune.						2017.		
Floating soap.New concepts.	Text			-	-	Develop the concept and prepare prototypes successfully by Q1, 2017.	Develop the concept and ready for roll out in FY 2017_18	-

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
1. Number of new products developed & ready for introduction India Focus for CPD	Text			-	-	15	18	21
2. Conducting in pilot plant activity for new products developed & Submitted for Launching for International Project .	Text			-	-	9	11	13
3. Complete support on BS formulation (which will be superior and compare to lifebuoy) and producing the soap & conducting stability and take up to launch	Text			-	-	by 02/2017	by 01/2017	by 12/2016
4. Support in Improvement or Equal translucency of VVF translucent noodles at lower cost	Text			-	-	by 02/2017	by 01/2017	by 12/2016
5. Complete Support Improvement in Translucency of VVF translucent noodles at higher cost	Text			-	-	by 02/2017	by 01/2017	by 12/2016

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
100 % Completion of IDP	Text			-	-	by 03/2017	by 02/2017	by 01/2017
Team Work Essential/ Task force based project for Kundan & Sandeep.	Text			-	-	by 03/2017	by 02/2017	by 01/2017
Technical Seminars (by in-house resource and external speakers)	Text			-	-	by 03/2017	by 02/2017	by 01/2017