

Employee Name : Sukhpal Singh KahlonManager's Name : Sukhpal Singh Kahlon
Goalsheet Approval Date : 25-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. Purchase related audit compliance	Text			Not Available	90%	95%	98%	100%
2. No penalty & detention charges by supplier/ courier/ transporter	Text			Not Available	More than Rs 1000	Rs 2000/	Rs 1000/	500/

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
Not Available	Text			Not Available	Not Available	Not Available	Not Available	Not Available

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 Developing new local vendors for high value critical engineering items	Text			Not Available	10 items	15 Items	20 items	25 itms
2. Documented system to be developed for followup with vendors.	Text			Not Available	Dec. 2016	Nov.2016	Oct.2016	Aug. 2016
3. Inhouse services should be covered 100% through rate contract.	Text			Not Available	Dec. 2016	Nov.2016	Oct.2016	Aug. 2016
4. Any material taken inside the factory without PO to be regularise.	Text			Not Available	3 days	2 days	1 days	Same days

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 Advance Clearance with supplier / vendors	Text			Not Available	Adv pending more than 45 days	Not more than 30 days	Not Available	Not Available
2 Reconciliation of accounts with vendor	Text			90%	95%	100% reconciliations	Not Available	Not Available
3 No. Dispute cases with vendor	Text			Not Available	more than 5 cases	Nil	Not Available	Not Available

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
1. Better negotiation on existing rates for engineering brought out items to save on cost further.	Text			Not Available	5.0 lakhs	8.0 lakhs	10 Lakhs	15 lakhs
2 . Better negotiation on utility fules procurement with varoius optional vendor to reduce the fuel rate & freight rates.	Text			Not Available	3.0 lakhs	10 Lakhs	20 Lakhs	25 Lakhs
3. oportunity for imported pet coke to reduce conversion cost	Text			Not Available	Nov. 2016	07/16	05/16	04/16
4. Better negotiation on Project items to save cost	Text			Not Available	10	15	20	25