

Employee Name : Laxmidhar Barik  
 Manager's Name : Vadiraj Ekkundi  
 Goalsheet Of Year: 2017-2018

**KRA Category : People**  
**KRA Weightage : 15**  
**KRA Description : 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
Ayurvedic products for personal care applications.	Text			May 18	Apr18	Mar18	Feb18	Jan18
Attending external exhibitions for new innovative packaging .	Text			Nil	1	2	3	>3

**KRA Category : Customer**  
**KRA Weightage : 15**  
**KRA Description : Quality Orientation**

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
Rendering technical assistance to supplier /manufacturing sites and resolving problem related to standard item, development and Quality for new products.	Text			24 working days	18 working days	12 working days	10 working days	7 working days
Trouble shooting at plant with respect to packing material and resolving the same for existing products.	Text			48 hrs	36 hrs	24 hrs	12 hrs	9 hrs

**KRA Category : Business**  
**KRA Weightage : 15**  
**KRA Description : Financial & Business goal**

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
Deliver cost saving Project for packaging, Explore cost saving opportunity of min 20 lacs INR by March 2018	Text			Rs. 5 Lacs saving by 03/2018	Rs. 10 Lacs saving by 03/2018	Rs. 20Lacs saving by 03/2018	Rs. 25 Lacs saving by 03/2018	Rs. 30 Lacs saving by 03/2018
Evaluating alternative quality for tubes with improved costing	Text			Jan18	Dec 17	Nov 17	Oct 17	Sep17

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
without compromising of quality perceptions along with pkg dev. and keeping the same ready with consumer research support.								

**KRA Category : Business**  
**KRA Weightage : 40**  
**KRA Description : Business Development**

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
New packing material development for Domestic as wel as Export market for entirly NEW products as per the agreed time lines. Targeted launch times should be achieved for the new products.	Text			5 projects	10 projects	15 projects	20 projects	25 projects
PM development with existing reknowned vendor in terms of value addition to packaging.	Text			NA	Nil	1 project at least	2 project at least	> 3 projects

**KRA Category : Process**  
**KRA Weightage : 15**  
**KRA Description : Process Goals**

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
Development of packaging material (Pri mary/Secondary/Tertiar y) for liquid/solid/semi liquid products after receiving complete input from marketing & plant line trial report.This include Label KLD, Article drawing ,Specification , MOC confirmation,BOM preparation and achieving OTIF 95%	Text			<85%	<90%	>95% OTIF	>98% OTIF	100% OTIF
Packing material development in such a way that there should be no quality issue.The development should be FTR ( First time right) 1-No complaints from production line , 2- No consumer/market complaints.	Text			<85%	<90%	>95% FTR	>98% FTR	100% FTR

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

Employee Name	Manager's name	Employee ID	Year
Laxmidhar Barik	Vadiraj Ekkundi	10003434	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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					

2	Coaching through leader in own function for functional inputs					
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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	