

Employee Name : SATISH JADHAV
 Manager's Name : Aniruddha Bansod
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 15

KRA Description : Improvement in Plant & reliability of equipment

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. Change old battery of Plant UPS and Linde plant UMPS system	Date			31/Oct/2017	30/Sep/2017	31/Aug/2017	15/Aug/2017	31/Jul/2017
2. Provision of online temperature monitoring system for DFA Plant Critical feeder & improve its effectiveness	Date			31/Mar/2018	31/Dec/2017	31/Aug/2017	15/Aug/2017	31/Jul/2017
3. Installation of Electrical equipment in Panel enclosure, Protection system updation for incomers	Units		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
4. Coal plant ESP reliability improvement	Percentage			65	70	80	85	95
5. Project implementation in view of plant reliability & no any failure within one year of Plant commissioning	Percentage			80	85	95	100	110

KRA Category : People

KRA Weightage : 15

KRA Description : Training and 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
1. Completion of Self IDP and Department IDP	Percentage			70	80	90	100	110
2. Technical Training to employees at OEM center (external)	Units		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
3. Technical Training to Department Employee	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
4. Training attendance of Department employee	Units		8	< 5.52	5.6 to 7.6	7.68 to 8.4	8.48 to 10.32	11.12

KRA Category : Process**KRA Weightage : 40****KRA Description : Improve Equipment Uptime to meet production targets & reduce cost**

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. PM/CM Schedules to ensure the equipment availability for production targets	Percentage	30		90	92	98	98.5	99
2. Complete oil health check of Transformer/ Critical big motors overhauling to improve its reliability (Subject to availability of shutdown)	Date	20		28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	15/Nov/2017
3. Thermal Imaging of all electrical panels by external expert and actions on observations (Subject to availability of shutdown)	Date	10		31/Mar/2018	28/Feb/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
4. To prepare the annual shutdown job list and execute all the jobs within shutdown period. Ensure the equipment performance after shutdown maintenance	Percentage	20		70	80	90	100	110
5. Monitoring actual Vs budget on monthly basis and feedback to HOD about variance, reduction in inventory by 5%	Percentage	20		70	80	90	100	115

KRA Category : Business**KRA Weightage : 15****KRA Description : Environment, Health & Safety**

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. Electrical safety audit in plant 1Nos. By July end & 1Nos. by Dec. end (internal/ external)	Percentage			80	90	100	110	115
2. Compliance to above safety audit points	Days			90	75	60	45	30
3. Fire Incident due to unsafe condition & initiatives	Text			Major	Minor	Nil	Nil & 2Nos. Safety improvement	Nil & 4Nos. Safety improvement
4. Documentation for ISOs & its compliance	Text			Minor NC	No NC with observation	No NC	No NC NO Observation	Compliment
5. Lightning arrestor installation reliability initiatives and implementation till Nov, 2017	Date			28/Feb/2018	01/Jan/2018	30/Nov/2017	31/Oct/2017	15/Sep/2017

KRA Category : Customer

KRA Weightage : 15
KRA Description : Improvement Project & Cost saving initiatives

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. New Project costing, Material purchase process, Installation & commissioning	Text			20% Overbudget	10% Overbudget	100% within budget	5% Budget saving	10% Budget saving
2. Optimization of Air conditioning units by controlling the temperature of chilling coil & room temperature, installation of LED Lights in replacement of conventional	Value		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
3. Installation of VFD's for process pumps and Energy conservation in Lakhs	Value		10	< 6.9	7 to 9.5	9.6 to 10.5	10.6 to 12.9	13.9
4. Use of available old equipment to reduce Project and maintenance cost	Value		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
5. Support to Project activity outside Taloja	Text			80% Complay	90% Complay	100% Complay	100% Comply 2Nos. with improvement	100% Comply 4Nos. with improvement

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

Employee Name	Manager's name	Employee ID	Year
SATISH JADHAV	Aniruddha Bansod	10000412	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	Channelize the thinking pattern for problem solution
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	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	
Project Status Comments	