

Employee Name : Dinesh Kabra
 Manager's Name : Sunilkumar Singh
 Goalsheet Of Year: 2017-2018

KRA Category : Process
KRA Weightage : 20
KRA Description : Delivery in Time

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
Facility up gradation	Text			OTIFQ 100% after 6 weeks	OTIFQ 100% after 4 weeks	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week
Safety audit compliance(RB audit)	Text			20/11/2017	15/11/2017	30/10/2017	15/10/2017	1/10/2017
NPD OTIFQ	Text			85	95	100	100	100
Project execution of optimised manufacturing facility for High end cosmetic products	Text			85	95	100	100	100
Exploration for creation of facility for LUP's for DHS/Oil/Hand wash/Face wash	Text			End Dec	End Nov	30th Oct	15th Oct	End Sept.

KRA Category : Business
KRA Weightage : 40
KRA Description : Achieving EBIDTA target 42Cr.

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
Improvement in Capacity utilisation(Potential vs Actual) over current utilization 28%	Percentage			15	20	25	30	35
Improving Direct manpower over last year incremental(Potential Vs Actual)	Percentage			2	3	5	7	10
Reduction in Variable cost/Total cost over last year	Percentage			5	7	10	12	15
Profitability improvement(GC/Hr) over last year 16-17	Percentage			1	3	5	7	9

KRA Category : People
KRA Weightage : 15
KRA Description : Manpower 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
Completion of IDP	Text			80	90	100	100	100
Devising and executing a roadmap for Autonomus maintenance	Date			30/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
Development of subordinates	Text			1	2	3	4	5
Exploring Neutraceutical market and Identifying product stream and making Business Proposal having sale potential for 2018-19.	Date			31/Mar/2018	28/Mar/2018	26/Mar/2018	28/Feb/2018	31/Jan/2018

KRA Category : Customer
KRA Weightage : 15
KRA Description : Services

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
S&OP Plan Compliance(Weekly basis)	Percentage			70	75	95	98	100
Audit Status	Text			Red	Amber	Green	Green	Green
Quality Level	Text			4.5	4.8	5.0	5.2	5.4
Consumer complaints	Text			20% reduction in born out complaints compared to last year	30% reduction in born out complaints compared to last year	40% reduction in born out complaints compared to last year	45% reduction in born out complaints compared to last year	50% reduction in born out complaints compared to last year

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

Employee Name	Manager's name	Employee ID	Year
Dinesh Kabra	Sunilkumar Singh	10003387	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

	Name of program	Faculty	Days	Please explain why the training is needed
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No				
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	Coaching through leader in own function for functional inputs	Sunil Singh	12	30/Jun/2017		
2	Coaching through leader in own function for functional inputs	Charles	12	30/Jun/2017		

Part C: Development through action learning projects

Project Title	Neutrancia

Review date	'Monthly
Target end date	31/Jan/2018
Project scope	Exploring Neutraceutical market and Identifying product stream and making Business Proposal having sale potential for 2018-19.
Project exclusions	Customer feedback and clinical data
Project deliverables (Target at rating 3: good solid performance)	March 18
What is the employee expected to learn from this project	To understand the Neutraceutical market and business propositions.
Reviewer(s) name	Pratayaya Chakarborty
Project Status	
Project Status Comments	