

Employee Name : Pratyaya Chakrabarti
 Manager's Name : Ramesh Doraiswami
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 30

KRA Description : Deliver EBIDTA & OCF target for the business

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
EBIDTA target	Value	50	42	< 28.98	29.4 to 39.9	40.32 to 44.1	44.52 to 54.18	58.38
Operating cash flow	Value	50	26	< 17.94	18.2 to 24.7	24.96 to 27.3	27.56 to 33.54	36.14

KRA Category : Customer

KRA Weightage : 15

KRA Description : Customer satisfaction

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
Audit scores	Text	25		site not acceptable	site barely acceptable	for 80% customers site acceptable with no major points	for 90% customers site acceptable with no major points	site acceptable with no major observations for all customers
SEDEX audit compliance at Daman & Baddi	Date	25		31/Mar/2018	28/Feb/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
Overall customer rating	Units	50	3.5	< 2.42	2.45 to 3.33	3.36 to 3.68	3.71 to 4.52	4.87

KRA Category : Business

KRA Weightage : 30

KRA Description : securing EBIDTA of 40 Cr for 2018-19

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
Optimise manufacturing spends and retain base level business profitability at 40 Cr	Value	50	30	< 20.7	21 to 28.5	28.8 to 31.5	31.8 to 38.7	41.7
Profitable growth from	Value	25	2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78

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
institution business								
New category entry. Breakeven in Yr 1	Value	25	0.1	< 0.07	0.07 to 0.1	0.1 to 0.11	0.11 to 0.13	0.14

KRA Category : Process
KRA Weightage : 15
KRA Description : Projects and EHS

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
Manufacturing reorganisation for CMB including noodles, talcum powder & soap finishing	Date	50		31/Mar/2018	01/Mar/2018	31/Dec/2017	30/Nov/2017	30/Oct/2017
Dettol block upgrade in Daman	Date	25		30/Sep/2017	15/Sep/2017	01/Sep/2017	15/Aug/2017	01/Aug/2017
Onsite emergency plans for Tijjala Daman & Baddi. In an unplanned audit in Q1 2018, scores should be 90%	Percentage	25		70	80	90	95	98

KRA Category : Customer
KRA Weightage : 15
KRA Description : Customer satisfaction

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
succession planing for CMB	Date			31/Mar/2018	28/Feb/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
Deliver on IDP	Date			31/Mar/2018	15/Mar/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

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

Employee Name	Manager's name	Employee ID	Year
Pratyaya Chakrabarti	Ramesh Doraiswami	10003630	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	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	