

Employee Name : PRAKASH OHER
Manager's Name : PRAKASH OHER
Goalsheet Approval Date : 05-Dec-2016

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
Meet production as per SNOP for Syndet	Text			.	.	Monthly basis, SNOP vs. Actual.	.	.
Meet yields as per BOM.	Text			.	.	Syndet regular 98%, Citaphil 90%	.	.
Maintain specific consumption as per BOM.	Text			.	.	As per BOM.	.	.
Maintain online process parameter and quality as per check list.	Text			.	.	100%	.	.
Co ordination with all the supporting services for breakdown and RM/PM requirement.	Text			.	.	As an when required.	.	.
New product Trial at pilot plant	Text			.	.	As an when required.	.	.

KRA Category : Process
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
Training for DFA plant / Pilot Plant	Text			.	.	March 16	.	.
On the Job training of new joiners	Text			.	.	100% completion	.	.

KRA Category : Customer
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
No sales lost due to stock out and quality.	Text			.	.	>90% availability of material	.	.
Compliance to the customer audit and closure of audit findings.	Text			.	.	100% compliance and Closure of finding within agreed time.	.	.
Availability of material in required packing's.	Text			.	.	100% availability of packing material as per quality required by customer.	.	.

KRA Category : People
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
Accidents: 1) Usage of PPE's 2) Awareness about safety to new joiners, contract labors and permanent employees through training program and on job training	Text			.	.	Zero 1) 100% PPE usage 2) More than 90% attendance to the trainings.	.	.
Fire Incidences: 1) Follow-up of permit system 2) Risk assessment in specific activity 3) To arrest leakages of process material, thermic fluid and steam.	Text			.	.	Zero 1) 100% compliance 2) 100% assessment 3) Immediately after occurrence	.	.

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
Scrap generation	Text			.	.	less then 1%	.	.