

10002087 ROHIDAS NINAWAWE

Employee Name : ROHIDAS NINAWAWE Manager's Name : Govind Ghule

Goalsheet Approval Date : 19-Apr-2017

**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	Actual achievement of year end	Appraiser comment on actual achievement
planning & execution of routine plant maintenance activities for Talaja Plant	Text			80%	85%	90%	95%	100%	Completed 100%	I have completed the following Major job in the schedule period with proper planning. 1. FAP boiler chimney. 2. RCC Road in front of WB 3. 02D2 retrofitting of foundation. 4. Structural foundation for FAP mixing tank and Cpp cooling water filter tank equipment. 5. GMP, plant audit painting work. 6. Premansoon and temporary shed work
Planning & execution of plant Shutdown activities for Talaja Plant	Text			.	.	Match with production planning	before 5 hrs	before 8 hrs.	Attending the Major task in almost 1 day before the schedule time	1. Completed the retrofitting of 02D2 foundation before 2 days. 2. Completed the RCC road work before 1 days on the schedule time. 3. completed the FAP boiler chimney as per the given flexible period of user department with proper coordination with plant and vendor.
Overall cost saving in ABP 2016-17 For R & M- Civil Talaja location.	Text			.	.	with approved ABP	3% Saving on current ABP	5% saving on ABP	Saving 5.63% in overall coat.	I have reused the structural, roofing sheets and WBM rubble for plant routine work at Talaja.
Premansoon and Temporary Shed work for Talaja Plant	Text			.	.	On Time	Before 5 days	Before 10 Days.	Completed before 4 days.	1. I have completed the specified given task of shed before 4 days against attached schedule. but take more time for additional requirement of plant area like Road covering for dispatch in front of pastilator, GDP etc.

**KRA Category : Customer**

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1. Ensure Quality standard- Concrete Crushing Strength	Text			80%	90%	100%	115%	125%	more than 125%	Attached test certificate of Road work and Foundation in plant area . This is more then 125%. Actual strength of concrete in 7 days is 705 of grade. We achieved near about 80 to 85%.
2. Defect liability of constructions	Text			6 Months	9 Months	1 year	1 Year 3 months	1 Year 6 months	from Last Two years	1. In the FY 2016/17 I have done Beads project, routine plant Maintenance, RCC road work , waterproofing etc. These all said work was is stable and defect less.
3. Standardization & improvement of quality management	Text			.	.	Mar_17	Feb_17	Jan_17	Nov 2016	1. I have standardize the Painting scheme for plant structure, equipment's, GIMP work,Roofing sheets as per specified make and code 2.Revised the QAP plan for Civil and structural work on current years frequently and freeze on nov. 2016
4.Maintain documentation with centralized records	Text			.	.	100%	.	.	1005 loaded drawing & QAP on Taloja Server	I have uploaded soft buildup drawing of plants, new project of various location in the centralized server .
5. Safety compliance & zero reportable accidents	Text			.	.	100%	.	.	Zero Accident	I have do safety trailing before start the work for engaged worker and do awareness about safety and their job hazards in details at site. from last two years not any accident was found during any site work.

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Bitumen facility at Sewree location-Pre-engineering,Estimation costing.	Text			.	12.08.2016	28.07.2016	12.07.2016	26.06.2016	Completed on 10.06.2016	I have estimated for above ground and below ground trenches for piperack
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			.	15.08.2016	25.07.2016	17.07.2016	10.07.2016	Completed on 09.06.2016	I have done PCP manufacturing work for DFA and splitting plant for Baddi location.
VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production.	Text			.	01.08.2016	12.07.2016	04.07.2016	22.06.2016	Completed on 29.06.2016	I have estimated for new large scale VEGA ESI 65 project at syndent against concept of management
VEGA ETS - New Product development - Project proposal to be prepared for large scale production.	Text			.	15.07.2016	28.06.2016	18.06.2016	09.06.2016	Completed on 21.06.2016	I have executed for packing and equipment foundation for multimill powder plant.

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Costing for Indonesia Project	Text			.	20.07.2016	10.07.2016	09.07.2016	08.07.2016	Completed on 04.07.2016	I have done estimation for Phase 1 and phase 2 project work for indonesia location as per the concept note and layout of Managements.

**KRA Category : Business**  
**KRA Weightage : 40**

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Fatty Acid beads project execution and commissioning completed on time and cost	Text			"Before Equipment Erection 20.08.2016 After Equipment 31.08.2016 6% more than Budgeted cost"	"Before Equipment Erection 10.08.2016 After Equipment 30.08.2016 4% more than Budgeted cost "	"Before Equipment Erection 30.07.2016 After Equipment 25.08.2016 Budgeted cost "	" Before Equipment Erection 15.07.2016 After Equipment 20.08.2016 4% lower than Budgeted cost "	"Before Equipment Erection 30.06.2016 After Equipment 15.08.2016 6% lower than Budgeted cost"	Complete before 1.5 months	80% completed before 30.06.2017 and balance 20% completed on 15.08.2017 with budget saving 5.28%
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			"6 Months from approved drawings Budgeted cost "	"5 Months from approved drawings Budgeted cost"	"4 Months from approved drawings Budgeted cost "	"3.5 Months from approved drawings 5% lower than Budgeted cost "	"3 Months from approved drawings Budgeted cost "	"3 Months from approved drawings Budgeted cost "	I have done strengthening of racking systems and supports for sprinkle pipeline in the ware 1, ware2 and the ware house3 and fulfilled the structural stability.
Up- gradation Fire protection system at Daman facility	Text			"8 Months 20% more than Budgeted cost"	"7 Months 10% more than Budgeted cost "	"6 Months Budgeted cost "	"5 Months 3 % lower than Budgeted cost "	"4 Months 5 % lower than Budgeted cost "	completed on 08.01.2017 on schedule time with 10.49% saving on budgeted cost.	I have completed foundation for above ground fire storage tank and their supports with road crossing etc complete.
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infracture & equipment"	Text			.	.	1	2	3	Present Acetylene gas project.	I have present the acetylene gas product by consuming extra CNG by collecting data from internet. But after discussion with line ,he is the only one suppliers quite the project .

**KRA Category : People**  
**KRA Weightage : 15**

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Ensure compliance of IDP as per attached Sheets.	Text			.	.	100%	.	.	100% completed	I have attending additional training session for cooling tower reliability, failure of mechanical seal, health assessment of cooling tower etc.
Impart training	Text			.	4 hrs	2 Hrs	4 hrs	6 hrs	Given 4 Hrs.	i have presented

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session on Specialized & core areas to VVF GET & within project team									session	the civil department induction trailing to GET
Safety & Work permit Process Training for contract worker.	Text					1	2	3	more than 5	i have given each and every new worker which is engaged with my job about safety awareness in the work their job risk.