

10000180 Ajay Kumbhar

Employee Name : Ajay KumbharManager's Name : DINESH DANA0

Goalsheet Approval Date : 21-Apr-2017

**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	Actual achievement of year end	Appraisee comment on actual achievement
"1. Development through instructor led training in classroom a) Interpersonal skills. b) Influencing skills"	Text			Not Available	Not Available	31st March'17	Not Available	Not Available	Both interpersonal skill and influencing skill training completed	Learned lot of things from training and also using this tactics in day to day work.
2. On the Job training of new joiners,GET and Executive. 1. Shift charge handover. 2. trouble shutting 3. ISO 9001:15000, ISO 22000, GMP+.	Text			Not Available	Not Available	100% completion	Not Available	Not Available	100% completed	All shift incharges are being trained and they are know the importance of " why it is important to give clear instruction to next shift engineer" . also they well known about GMP, GMP+.
3. Awareness of ISO 14001 And 18001 among field operator	Text			Not Available	Not Available	31st March'17 a) Training completion > 90%.	Not Available	Not Available	training conducted for all operators.	Field operators known about what are hazard and risk involved in there day to day activity and what are the steps to be taken to avoid the accident, operators are known about policies, MSDS etc. Awareness among the field operator has been increased.

**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	Actual achievement of year end	Appraisee comment on actual achievement
"1) Accidents & Fire Incidences in Plant - a) Usage of PPE's b) Risk assessment in specific activity (other than routine) c) To arrest leakages like Process material, Thermic fluid, H2 gas, etc "	Text			Not Available	Not Available	"25% reduction in accidents over 2015_16 & Zero major fire incidences which can affected plant operation a) 100% PPE usage b) 100% Risk assessment c) As & when leakage occurred "	Not Available	Not Available	16.67% reduction in accidents & incidences over 2015/16 & Zero major fire incidences against target of 25% reduction a) 100% PPE usage b) 100% Risk assessment c) As & when leakage occurred	"1. Unsafe conditions were identified & rectified. For ex. Rectification of damaged dirty cooling tower platform, provision of FRP on 10th floor of Jutasama building to avoid spillage of oil/fatty acid through drifts on hot lines running through down floors. 2. Regular mointoring and reinjection of online sealing of primary loop thermic fluid leakges 3. Net provided around C303 cooling tower minimized drift. 4. disconnection of instrument air line for process purpose in loop reactor, also isolated air flushing

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	Appraisee comment on actual achievement
										lines in C-303 plant to avoid fire incidences * 5. Total 27 high presurre operation valve removed from loop rector, tested from out side agency and refitted. also we check thickness of high temp. line periodically.
2) Closure of safety audit findings	Text			Not Available	Not Available	Within agreed time frame	Not Available	Not Available	Within agreed time frame	All safety audit finding attended & report sent to EHS in time
3) ISO 14000:18000 - Maintaining & updating of documents for the audit and audit compliance in current year.	Text			Not Available	Not Available	Maintain 100% compliance.	Not Available	Not Available	Maintained 100%Compliance.	1. Necessary documentation updation as per standard is completed and received certification for ISO 14000 and OHSAS 18001 in June 2016
4) Follow-up of work permit system	Text			Not Available	Not Available	100%	Not Available	Not Available	100% compliance.	Regular follow ups of work permit system. No violation cases against work permit system
5 Reduction in Effluent generation	Text			Not Available	Not Available	< 42 M3/Day Average	Not Available	Not Available	48 M3/Day(Excluding rainy season) Average against 42 M3/Day	"Effluent generation is at slightly on higher side becoz of following reaos 1. Increased in drift loss of C303 dirty cooling tower 2. Frequent hotwell overflow of New SPD due to design problem ,same problem was identified and rectified in the month of march 2017. "
6) Updation of Existing ISO 9001:2008 into ISO 9001 & 2015	Text			Not Available	Not Available	31st March'17	Not Available	Not Available	Documents updated on Feb. 2017.	All SOP and records has been updated as per requirement of QA.. pre-certification audit completed, final audit is pending.

**KRA Category : Customer**  
**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	Actual achievement of year end	Appraisee comment on actual achievement
*1 Breakdowns and plant reliability a. Replacement or repairing of welding joints C-303 PAC loop from column to pump suction to E-365. b. Replacement of E-12 K3 top condensor,leaked heat exchangers and thermic pre-heaters. c. Repacement of Tankfarm top transferring frequent leakaged lines and pipe fittings. d. Replacement of C-402 Residue line from column bottom to pump	Text			Not Available	Not Available	Achieving >90% SNOP target	Not Available	Not Available	Achived 100.46% SNOP volume Against target of 90%	a. PAC line fabricated and will replaced during April 2017 shutdown. b. E-12 tube bundle replaced with new one. c.No leakage observed on tankfarm top due to replacement failure pipe fittings. d. C402 residue frequent leakaged portion line was replaced and remaining portion regular thickness mointoring was carried out. f. Frequent leakage line pre-fabrication work is completed and same will be installed in april

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	Appraisee comment on actual achievement
suction. e. C-402 B/P v/s C-401 Feed new H/E to be Installed in Section 4 DFA Plant. f. Indirect cooling tower frequent leakage line replacement & provision of valves. g. installation chilling water circuit in flaker for lauric and Palmitic acid. H. Installation of LT to V-803. ( Loop reactor). I) Installation of CV and flowmeter in transferring line. ( loop reactor). j) Reduction in failure of mechanical seal of P-705 A/B*										2017 planned shut down. g. Chilled water circuit installation done successfully. h. level transmitter installed for V-803. J. No seal failure from 03 June 2016.
2 Yield as per BOM	Text			Not Available	Not Available	*1. Erucic 90.42%(for fine and export grade) & 41%(for Ucity special grade) 2. DFA 1214 61% (SPKO) & 65% from DFA C1218 3. Oleic K 50% 4. Palmitic Acid 40% 5. Superflex_ 62%*	Not Available	Not Available	*1. Erucic 90-41.5%(for fine and export grade) against 42 % & 40.5% against 41%(for Ucity special grade) 2. DFA 1214 - 61.39% (SPKO) against 61 % & 67.4% from DFA C1218 against targeted yield of 65% 3. Oleic K - 58.08% against 50% 4. Palmitic Acid -43.04 % against 40%( SRBDPS base) 5. Superflex- 63.64% against targeted yield 62%*	* 0.5 % yield was reduced over targeted yield in case of erucic acid due to short run and lower demand during financial year 2016-17. Short runs & no customer demands for the month of Oct,Nov & Dec-16 affected yield to get required quality of product. Trial run of Deoderized Mustard oil instead of Refined Mustard Oil was successfully completed & now process is stabilized and getting quality material All other critical products yields are better because of column parameters optimization and change in column combination specially in case of superflex. taking plain distillation column against fractional distillation column resulting into better yield of product with minimum changeover contamination. *
3. Throughput and volume as per SNOP ( loop reactor)	Text			Not Available	Not Available	100% of Monthly RCCP	Not Available	Not Available	Achieved 107 % SNOP target against 100%	In loop reactor we conducted various trial as guided by chairman. and Mr. Kakade sir added the catalyst at various temp. and finding optimum reaction temp. Bench mark the specific hydrogen consumption per batch of various different feed grades, also we made the provision of addition of catalyst under pressure. studied the complete batch time cycle and optimize the same.
4. Specific consumption as per BOM	Text			Not Available	Not Available	As per BOM	Not Available	Not Available	Achieved As per BOM	*Though SNOP demands changes frequently as per RM availability, customer demand Still SNOP throughput & volume targets were achieved with correct quality standards Inspire of raw material connectivity issue, increased in grade changeovers and short runs, we are able achieved specific consumption norms for critical products like DFA

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	Appraisee comment on actual achievement
										C1214,supreflex,C 8and C10 pure,erucic,DFA C2022,oleic-k. This happens mainly due to 1. Running of three or four column in series instead of two ( C302-303-401-402 in series) 2. Optimization of column parameters and column sequences Use of C302 -402 column for supreflex instead of two fractional distillation column C302-303 However for production of noncritical products specific consumption was higher than BOM due to short runs,redistillation of offspec material,more changeovers against planned. "
5 Reduction in process & changeover downtime	Text			Not Available	Not Available	5% over 2015_16	Not Available	Not Available	"54.49% reduction in process downtime over 2015-16 against targeted 5 %. 44% increased in changeover downtime against FY 2015-16 "	"1. Replacement of frequent leaked equipment mention in KPI 1 and using flexibility of distillation columns, in case of major breakdown of regular columns resulted into more than 50% reduction in process downtime. 2.Changeover downtime increased mainly due to more changeovers in FY 2016-17(254 changeovers) compared to FY2015-16(180 changeovers). "

#### 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	Actual achievement of year end	Appraisee comment on actual achievement
1. No sales loss due to unavailability of packaging material and catalyst.	Text			Not Available	Not Available	100% material availability for sales.	Not Available	Not Available	Maintained 100% material availability	Close coordination with sales, logistic, purchase, store and maintaining exact inventory of packaging and catalyst stock,resulted into No sale loss during FY 2016-17
2 Availability of materials in required packings	Text			Not Available	Not Available	100% availability of packing material and bulk as per quality required by customer.	Not Available	Not Available	100% availability of packing material and bulk as per quality required by customer.	material made available in required packaging as and when required. ( repacking done)
3 No sales lost due to stock out and quality for external customer.	Text			Not Available	Not Available	>90% availability of material	Not Available	Not Available	Compliance. More than 98% despatch HIT against Target of 90%	done close coordination with sales, logistic, purchase, store and maintain exact inventory of packaging material and catalyst. also meet the 100 % compliance of PM schedule. avoided

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	Appraisee comment on actual achievement
										repetitive mechanical seal failure of P-705 A/B Pump. " Buffer stock of various products monitored & maintained on daily basis. No quality rejection, Repacking of behenic acid done under close monitoring and fulfilled requirement of important customers without any customer complaint.
4 No production lost due to stock out and quality for internal customer.	Text			Not Available	Not Available	100% availability of customer	Not Available	Not Available	100% availability to customer.	"Sufficient stock of bulk material was made available for alcohol plant. Required quantity and quality material was supplied to alcohol plant as per SNOP plan. Sometimes (for 2-3 runs) Frequent changes in RM availability at fatty acid stage leads to slow down of alcohol throughput. "
5 Monitoring of dispatches	Text			Not Available	Not Available	Daily basis	Not Available	Not Available	Monitored on daily basis	monitoring dispatches on daily basis, co-ordination with sales, marketing, warehouse and logistic for same.

**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	Appraisee comment on actual achievement
1.FLAKER 24% increase production/day over present	Text			Not Available	Not Available	Rs 6 Lakh for balance period 2016_17	Not Available	Not Available	Rs 5.64 lakh(Against Rs 6 Lakh for balance period 2016-17)	Successfully completed the project of chilled water uses in both flaker instead of cooling water to increased the production rate. we installed all equipment inhouse, we did not purchase any new equipment for this project like chilled water lines, hot well, PHE, pump, control valve. etc. and chilled water was lined up in the month of Nove 2016.saving will be continued in FY 2017-18 2. Targeted Saving is achieved "
"2.Process & column series Optimization Case A. Reduction of specific Consumption Over BOM for Standard runs (C-1214/1618/C-16 98/Super flex/C-2022/P-12) Case B. C-302/303/401/402 SERIES for C-1698/1618TA)	Text			Not Available	Not Available	Rs.37 Lakh for balance period 2016_17	Not Available	Not Available	Rs 49 Lakh( against 40 Lakh for balance period 2016-17	"Optimization of distillation column t emperature,reflux,t hroughput and running of 3-4 distillation columns in series resulted into reduction of specific consumption for product listed below. reduction of utility consumption in case of mustard base products was

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	Appraisee comment on actual achievement
Case C. To study and evaluate saving by running C-302/303/501/502 in series for C-1214/Oleic-k & C/1214/Stearic-92 "										due to increased in production rate against BOM Reduction of utility consumption in case of PKO/C1218/CNO products was due to reflux optimization and throughput. Reduction in utility consumption in case of Section 4 products was due to column temperature reduction Saving is achieved for FY 2016-17 (49.61) *
3.Reduction in Energy consumption of Thermic Pre-heater by using vent steam instead Coal	Text			Not Available	Not Available	Rs 20 Lakh for balance period of 2016_17	Not Available	Not Available	project cancelled	After detail study of proposal. Calculated saving approximate is 3.25 Lakh/Yr in sec 4&5 as against projected saving of 3.9Lakh/Month. hence idea was dropped
4. Saving due to Condensate recovery(considering temperature difference	Text			Not Available	Not Available	Rs 5 Lakh for balance period of 2016_17	Not Available	Not Available	Rs 10.33 Lakh Against 5 Lakh for balance period of 2016-17	Approximately 53% condensate recovery increased over FY 2015-16.Saving is less against targetted as condensate recovery project on tankfarm top is going on. Saving will be continue in FY 2016-17