

Employee Name : SAGAR PANCHAL
Manager's Name : Pramath Sanghavi
Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 15

KRA Description : Team performance improvement

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
Team training is complied to the plan in IDP	Text	50		90	95	100	NA	NA
Conduct and organise training for project and plant team	Text	50		2 hrs/1 training	4 hrs/ 2 training	6 hrs/ 3 training	8 hrs/ 4 training	10 hrs/ 5 training

KRA Category : Process

KRA Weightage : 20

KRA Description : Cost saving/Monitory benefit/ Quality improvement/ Safety standard follow

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
Cost saving on Inhouse engineering and material inspection	Value	25	1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Cost saving by using existing stock/reducing store inventory/plant machinery and material	Value	25	3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
Quality job work during execution to minimise equipment failure	Percentage	25		75	80	90	95	100
Ensuring zero reportable accident	Text	25		80%	90%	100% compliance	0	0

KRA Category : Business

KRA Weightage : 20

KRA Description : Execution of PCP and other projects except Oleo Chemical across all location

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
Soap Noodle manufacturing at Taloja on cost	Text	20		10% more on budgeted cost	5% more on budgeted cost	Equal to Budgeted cost	5% less on budgeted cost	10% less on budgeted cost
Soap Noodle manufacturing at Taloja on time	Text	20		7 months	6.5 months	6 months	5.5 months	4.5 months
Daman GMP Project - On Time	Date	20		01/Nov/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017	30/Aug/2017
Daman GMP Project - On Cost	Text	20		Actual cost is 10% more than project budget	Actual cost is 5% more than project budget	Actual cost is equal to project budget	Actual cost is 5% less than project budget	Actual cost is 15% less than project budget
Cost Estimations for PCP Projects	Days	20		21	18	15	12	7

KRA Category : Business

KRA Weightage : 30

KRA Description : Execution of Oleo Projects across all location

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
03D3 column modification - on cost	Text	20		10% more on budgeted cost	5% more on budgeted cost	Equal to budgeted cost	5% less than budgeted cost	10% less than budgeted cost
03D3 column modification - on time	Date	20		15/May/2017	10/May/2017	04/May/2017	30/Apr/2017	25/Apr/2017
VEGA ESI65 manufacturing on time	Date	20		31/Oct/2017	15/Oct/2017	03/Oct/2017	15/Sep/2017	16/Aug/2017
VEGA ESI65 manufacturing on cost	Text	20		10% more on budgeted cost	5% more on budgeted cost	Equal to budgeted cost	5% less than budgeted cost	10% less than budgeted cost
Bitumen Storage Expansion at Sewri Tank 6, 69, 9 Loading & Unloading lines - On cost & Time	Text	20		30.09.2017 with actual cost 10% more than project Budget	22.09.2017 with actual cost 5% more than project Budget	15.09.2017 with actual cost equal to project Budget	07.09.2017 with actual cost 5% less than project Budget	01.09.2017 with actual cost 10% less than project Budget

KRA Category : Customer

KRA Weightage : 15

KRA Description : Project and Program Improvement

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
Technical Specification preparation/ Standardization QAP of various project activities	Text	25		1	2	3	4	5
Implementation of logic automation to reduce cost & increase reliability and safety	Text	25		1	2	3	4	5
Prepared excel based software for Instrumentation project costing	Date	25		01/Nov/2017	15/Oct/2017	30/Sep/2017	31/Aug/2017	15/Aug/2017
Implementation of New concept/ Technology to get incremental benefits maintenance/ operation	Text	25		0	0	1	2	3

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

Employee Name	Manager's name	Employee ID	Year
SAGAR PANCHAL	Pramath Sanghavi	10000187	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	MS Project	2	External Faculty

2	Electrical project procurement & implementation.	2	satish.jadhav@vfltd.com?SA TISH JADHAV
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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	

