

Employee Name : CYRUS BAMJI
Manager's Name : CYRUS BAMJI
Goalsheet Approval Date : 10-Dec-2016

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
Upkeep of utility above 95%	Text			<92	92_95	97	98	>98
Internal/External audits compliance in engineering systems	Text			Red	Yellow	Green with minor NC	Green with no NC	NA

KRA Category : People
KRA Weightage : 20

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
Multiskilling to have Agility	Text			0	1	2	3	4
Quality circle team formation for engineering solutions	Text			2	4	6	8	10
Loss work Day case	Text			0.17	0.15	0.13	0.1	0.09
Serious injury/illness case	Text			0.01	0.09	0.079	0.06	0.05
Training to L-1 cadre for skill upliftment	Text			Not Available	Not Available	Not Available	Not Available	Not Available

KRA Category : Process
KRA Weightage : 20

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
Revamping project (Dettol GMP)	Text			Not Available	Not Available	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week
Facility change over from glass bottle to PET in DAL	Text			Not Available	Not Available	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week

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
Facility upgradation for J&J section to qualify MRA	Text			Not Available	Not Available	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week
Conceptualisation and Facility creation for New product.	Text			Not Available	Not Available	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week

KRA Category : Business
KRA Weightage : 20 _

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
Reduction of Electrical/Diesel cost per lacs bottle compared to last year by 5%	Text			<3	>3_4	5	>5_7	>7
Reduction of spares and mainatance cost by development of alternate vendors/low cost substitutes - Target 10%	Text			<6	8	10	12	>14
Maintaining the health of all machines through PM schedule	Text			<90	>90<95	95	>95<97	>97