

Employee Name : Vishwajeet ShrivastawaManager's Name : Vishwajeet Shrivastawa
Goalsheet Approval Date : 11-Jan-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
1 Execution of approved MOCs / Cost reduction projects	Text			NA	NA	Time line as agreed in MOC	NA	NA
2 Cost Saving [To reduce department OT (includes Department & contract labour.Excluding catalyst / lurgi shut-down jobs), Reduction in fabrication cost, Cost reduction in mechanical seal spares by developing spares etc.].	Text			NA	NA	Saving of Rs 12 lacks over last year	NA	NA
3 Cost Saving in Mechanical Seal Lapping over last Year	Text			NA	NA	4 Lacks	NA	NA

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
1 Lifting tools, tackles & lifting machines to be tested and certified as per statutory requirements.	Text			NA	NA	Jan'17	NA	NA
2 Maintain zero manpower loss time due to accidents	Text			NA	NA	100% compliance	NA	NA
3) Accidents Usage of PPE's Risk Assessment in specific manual activity (Other than routine) - As & when specific job is taken up.	Text			NA	NA	100% PPE Usage 100% Risk Assessment	NA	NA
4 Documentation for ISO 9001-2015 to be made ready	Text			NA	NA	As per Time Line	NA	NA

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
1 Improve the life span of Mechanical Seal for Loop Reactor Pumps P-705 A/B	Text			NA	NA	3 Month	NA	NA
2 Arrangement for replacement of 01E16B exchanger in Fatty Alcohol plant.	Text			NA	NA	12/16	NA	NA
3 Arrangement for Residual Life analysis of syngas header of Caloric Plant Reformer	Text			NA	NA	Jan'17	NA	NA
4 Health Check up of major equipments & Pipelines to avoid premature failure	Text			NA	NA	03/17	NA	NA

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
1 Ensure the completion of the IDPs of myself & my Dept.	Text			NA	NA	90% Completion	NA	NA
2 Ensure the participation of dept. employees for training arranged by HR.	Text			NA	NA	90% Participation	NA	NA
3 To improve the reliability of Taloja plant	Text			NA	NA	As per Project Timeline (IDP)	NA	NA

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
1 Daily Job planning & manpower management to be done.	Text			NA	NA	90% notifications to be completed in SAP	NA	NA
2. Ensure the equipment availability for production as per SNOP	Text			NA	NA	< 96% for all sections	NA	NA
3 All the shutdowns to be completed as per plan.	Text			NA	NA	Shutdown jobs completed as per planning	NA	NA
4 Adherence to PM/CM schedule to avoid the equipment failure	Text			<90% for all functions	NA	95% for all functions	NA	NA
5 Spares & service availability to be ensured for reduction in downtime and budget monitoring	Text			NA	NA	90% Availability within budget	NA	NA

