

Employee Name : Govind GhuleManager's Name : Govind Ghule
Goalsheet Approval Date : 29-Nov-2016

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
planning & execution of routine plant maintenance activities across the locations	Text			80%	85%	90%	95%	100%
Planning & execution of plant Shutdown activities across the locations	Text			-	-	Planning & execution of plant Shutdown activities across the locations	before 3 hrs	before 5 hrs.
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
Conduct study on Reliability Improvement for Talaja Plant with maintenance & project team & create / implement	Text			-	Implement 3 ideas / projects	Implement 1 ideas / projects	Implement 2 ideas / projects	Implement 3 ideas / projects

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
Ensure compliance of IDP for the project team	Text			-	-	100%	-	-
Impart training session on Specialized & core areas to VVF GET & within project team	Text			-	2 hrs	3 Hrs	4 hrs	5 hrs
Training on Reliability Improvement at Talaja	Text			-	-	8 hrs	16 hrs	24 hrs

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
Bitumen facility at Sewree location-Pre-engineering, Estimation costing, concepts freezing & Layout finalizing for BPT approvals	Text			-	15.08.2016	31.07.2016	15.07.2016	01.07.2016

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
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			-	15.08.2016	30.07.2016	20.07.2016	10.07.2016
VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production.	Text			-	01.08.2016	15.07.2016	05.07.2016	25.06.2016
VEGA ETS - New Product development - Project proposal to be prepared for large scale production.	Text			-	15.07.2016	30.06.2016	20.06.2016	10.06.2016
Costing for Indonesia Project	Text			-	14.08.2016	31.07.2016	21.07.2016	15.07.2016

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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			"Before Equipment Erection 20.08.2016 After Equipment ersion 31.08.2016 6% more than Budggeted cost"	"Before Equipment Erection 10.08.2016 After Equipment ersion 30.08.2016 4% more than Budggeted cost "	"Before Equipment Erection 30.07.2016 After Equipment ersion 25.08.2016 Budggeted cost "	" Before Equipment Erection 15.07.2016 After Equipment ersion 20.08.2016 4% lower than Budggeted cost "	"Before Equipment Erection 30.06.2016 After Equipment ersion 15.08.2016 6% lower than Budggeted cost"
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			"6 Months from approved drawings Budggeted cost "	"5 Months from approved drawings Budggeted cost"	"4 Months from approved drawings Budggeted cost "	"3.5 Months from approved drawings 5% lower than Budggeted cost "	"3 Months from approved drawings Budggeted cost "
Up- gradation Fire protection system at Daman facility	Text			"8 Months 20% more than Budggeted cost"	"7 Months 10% more than Budggeted cost "	"6 Months Budggeted cost "	"5 Months 5% lower than Budggeted cost "	"4 Months 8 % lower than Budggeted cost "
"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

KRA Category : Customer

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 Quality standard- Concrete Crushing Strength	Text			80%	90%	100%	115%	125%
2. Defect liability of constructions	Text			6 Months	9 Months	1 year	1 Year 3 months	1 Year 6 months
3. Standardization & improvement of quality management	Text			-	-	Mar_17	Feb_17	Jan_17

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
4.Maintain documentation with centralized records	Text			-	-	100%	-	-
5. Safety compliance & zero reportable accidents	Text			-	-	100%	-	-