

Employee Name : Sandip KunduManager's Name : Sandip Kundu
Goalsheet Approval Date : 03-Dec-2016

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
Ensure zero reportable accident during project execution	Text			.	> 0	Zero reportable accident	.	.
Ensure the desired quality norms so that zero failure of rotary equipment within one year of project execution	Text			90% equipment	92.5% equipment	95% equipment	97.5% equipment	100% equipment
Conduct study on Reliability Improvement for Talaja Plant with maintenance & project team & create / implement	Text			.	Create 8 Ideas / projects	Create 10 Ideas / projects	Create 12 Ideas / projects	Create 15 Ideas / projects

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
Relocation of PCP manufacturing facility - Estimation and costing (DFA plant, Utility, Saponification plant, Tankfarm)	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016
VEGA ESI 65 - New Product development - Estimation, Costing, Project proposal to be prepared for large scale production.	Text			.	01.07.2016	15.07.2016	05.07.2016	25.06.2016
VEGA ETS - New Product development - Project estimation & costing, proposal to be prepared for large scale production.	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016
BITUMEN STORAGE FACILITY at Sewree tankfarm- Estimation, costing, feasibility study, concept freezing	Text			.	31.07.2016	15.07.2016	30.06.2016	15.06.2016
FATTY ACID Distillation plant setup with splitting,ATFD, Hydrogenetaion plant, CPP, utilities and tank farm - Estimation and costing	Text			.	14.08.2016	31.07.2016	21.07.2016	15.07.2016

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	Text			-	4 hrs	8 hrs	16 hrs	24 hrs
Document/SOP/Standard preparation on Reliability Improvement at Taloja	Text			-	-	2	3	5

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
Minimum inventory by proper detail engineering/ proper BOM of each project	Text			-	>5%	5%	2%	1%
Saving on project by using existing stock/reducing store inventory, plant material, on Approved material budget cost	Text			1%	2%	5%	7%	10%
Saving on In-house engineering and inspection/ less utilization of consultant/ Third party	Text			-	<20% of specified activity	20% of specified activity	30% of specified activity	50% of specified activity

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			"31.10.2016 (As per CAPEX date) with 20% more than Budgetted cost "	"30.09.2016 10% more than Budgetted cost "	"31.08.2016 (2 months early) with Budgetted cost "	"15.08.2016(2.5 months early)5% lower than Budgetted cost "	"01.08.2016 (3 months early)15% lower than Budgetted cost "
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			"6 months after approval of drawings & 10% more than Budgetted cost "	"5 months after approval of drawings & 5% more than Budgetted cost "	"4 months after approval of drawings & Budgetted cost "	"3.5 months after approval of drawings & 5% lower than Budgetted cost "	"3 months after approval of drawings & 10% Budgetted cost "
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infrastructure & equipment"	Text			-	-	1	2	3
Bitumen Storage Project Phase 1	Text			15.03.2017	15.02.2017	15.01.2017	31.12.2016	