

Employee Name : Debashis Patra
Manager's Name : Vinayak Jadhav
Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 20

KRA Description : Team Development

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
3. Three Cosmetics exhibition participation in 2017-2018	Text			1	2	3	4	5
Complete IDP	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : Process

KRA Weightage : 20

KRA Description : Process Improvements

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 Write-off of old inventory with full recovery *	Percentage			30	50	85	95	100
2 Recovery of C forms - till 14-15 - 148 Cr	Percentage			1	30	50	70	100

KRA Category : Business

KRA Weightage : 40

KRA Description : Common Goals

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 Delivery on ABP /Cr	Value		95.3	< 65.76	66.71 to 90.54	91.49 to 100.07	101.02 to 122.94	132.47
2 Deliver NPD value ~3.46 Cr	Value		3.46	< 2.39	2.42 to 3.29	3.32 to 3.63	3.67 to 4.46	4.81
3 Low cost, flexible	Date			31/Mar/2018	30/Mar/2018	29/Mar/2018	28/Feb/2018	31/Jan/2018

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 manufacture for high end personal care								
4 Make up for ABP shortfall - % of ABP	Percentage			1	3	5	8	10

KRA Category : Customer

KRA Weightage : 20

KRA Description : Customer Service & Engagement

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 CIP & benefit sharing	Value		10	< 6.9	7 to 9.5	9.6 to 10.5	10.6 to 12.9	13.9
2 Customer Satisfaction Feedback	Units		3.6	< 2.48	2.52 to 3.42	3.46 to 3.78	3.82 to 4.64	5

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

Employee Name	Manager's name	Employee ID	Year
Debashis Patra	Vinayak Jadhav	10003880	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			
2			

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	