

Employee Name : Sanjib ChakrabortyManager's Name : Sanjib Chakraborty
Goalsheet Approval Date : 05-Dec-2016

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
Project - Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text		67	<.0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days
Advance Excel	Text		33	Mar 17	Feb 17	Jan 17	Dec 16	Nov 16

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. Actual Cost Saving on Packaging Material (25 lacs)	Text		50	<=17L	>17L <=24L	>24.0L <=26L	>26L <=33L	>33.0
2. Procurement OTIF - 97.5%	Text		50	<96	>=96<97	>=97<98	>=98<99	>=99

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
1. Suuport team leader by providing trends, feedstock / industry analysis in a structured manner, sharing info with team leader and members with a latest updated common folder	Text		50	NA	NA	data trends (trends / feedstocks)	data (trends / feedstocks) + show instances of atleast 2 improvements	data (trends / feedstocks) + show instances of 3 improvements
2. Readiness for the new business model sourcing in a GST scenario and give feedback with evidence of scenario basis of Raw materials to team leader/team member by showing benefits	Text		50	NA	NA	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1 Apr

KRA Category : Customer
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
2. New Vendor Development	Text		100	1	2	3	4	5