

Employee Name : Venugopal MenonManager's Name : Venugopal Menon
Goalsheet Approval Date : 30-Nov-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
1- Conduct reverse auction for incoming bulk RM in tanker lorries for Talaja & Baddi, FG from Talaja and Baddi, Container trailers for Import and Export	Text			.	.	25 lac	35 lacs	45 lacs
2 Savings from CFS, Clearance and Survey Charges , demurrage and detention reduction'	Text			.	.	60 Lacs	75 Lacs	90 Lacs
3 Savings in freight as %age benchmarked against market linked composite freight index	Text			.	.	3% _40 lacs	6% 80 lacs	9% _120 lacs
4 Savings in freight due to use of transporters to bring materials on return trip	Text			.	.	10 lacs	15 lacs	more than 20 lacs

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 Improvement in Despatch OTIF (Average Monthly scores from Sept 16 , by 25% (Average Oct'16 - March'17)	Text			Avg Improvement > 10%	Avg Improvement by 15%	Avg Improvement by 25%	Avg Improvement by 35%	Avg Improvement by 45%
4 Ensuring that despatch of goods from plant within 2 working days of material readiness	Text			.	.	90% of Total Containers	95% of Total Containers	95% of Total Containers
3 Document Management with Specific Leadtime	Text			.	.	5 Working days from sailing for 70% Shipments	4 Working days from sailing for 80% Shipments	3 Working days from sailing for 90% Shipments

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 GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			-	-	Preparedness by Jan_17	Preparedness by Dec_16	Preparedness by Nov_16

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 Explore and evaluate various initiatives like alternate means of transportation like Rail or costal shipping for improvement in freight costs or reduction in transit times or ease of operations.	Text			-	-	-	-	-
2 Explore possibility of consolidating the volumes of the transport of FG from Baddi with FG of JnJ to get better rates	Text			-	-	-	-	-
3 Explore possibility of use of multiple use flexibags for import of RM from VVF Indonesia	Text			-	-	-	-	-
4 Explore possibility of using rail mode for transport of Noodles from Baddi to Reckit	Text			-	-	-	-	-
5 Explore the possibility of Standby additional Barge for export cargo	Text			-	-	-	-	-

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 Adherence to IDP plan	Text			-	-	100%	-	-
2 Adherence to IDP plan for team members	Text			-	-	100%	-	-