

10003880 Debashis Patra

Employee Name : Debashis PatraManager's Name : Vinayak Jadhav

Goalsheet Approval Date : 20-Apr-2017

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Secure talc Business	Text			300 MT	325 MT	350MT	360MT	370MT	300	NA
2 Secure Business for CMB for export, new customers	Text			NA	NA	25 Cr	31 Cr	Beyond 32 Cr	NA	NA
3 Recovery of C forms	Text			NA	NA	100 Cr	125 Cr	150 Cr	NA	NA

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Delivery on ABP	Text			Soaps ~ 1917 MT Talc ~180 MT, Liquids~ 313 Lacs	Soaps ~ 2024 MT Talc ~190 MT, Liquids~ 331 Lacs	Soaps ~ 2130 MT, Talc~200 MT, Liquids~ 348 Lacs	Soaps ~ 2236 MT, Talc ~210 MT, Liquids~ 365 Lacs	Soaps ~ 2343 MT, Talc ~220 MT, Liquids~ 383 Lacs	NA	NA
2 Customer Satisfaction Feedback	Text			3	3.5	3.8	4	4.2	NA	NA
3 OTIF for NPDs	Text			80%	85%	90%	95%	100%	NA	NA

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Timely MIS for customers	Text			NA	Occasional delays	On time	Value added MIS	Customer delight	NA	NA
2 Support and Deliver increased/u	Text			10%	30%	50%	75%	100%	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
Unplanned customer demands										

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Over Dues control	Text			30 days	15 days	< 7 days	< 3 days	0 Days	NA	NA
2 Quick turn around time for first proposal	Text			30 days	15 days	7 days	5 days	1 day	NA	NA
*3 No Carry over of RM, PM inventory beyond 3 months without plans "	Text			9 months	6 months	3 months	2 months	1month	NA	NA
4 Set process all customers for on time lifting of FG	Text			14 Days from RFD	7 days from RFD	3 days from RFD	2 Days from RFD	1 Day from RFD	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Develop team for independent and agile working, balance work load	Text			NA	NA	Occasional need of extra support	No extra support	Ahead of time without no extra support	NA	NA
*2 More exposure to financial analysis, engage with clients to tap strategic partnerships opportunities "	Text			NA	NA	Tapped strategic opportunities	Initiated work on strategic opportunities	Implemented strategic opportunities	NA	NA