

Employee Name : Pramath Sanghavi
 Manager's Name : Pramath Sanghavi
 Goalsheet Approval Date : 07-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
Process & technical support for initial phase of the new product development along with R & D Team - Understand Process - Coordinate trials with external vendors	Text			.	.	Match with R & D targets	.	.
Coordinate with R & D and process team at shop floor for pilot plant trials - Coordinate for trial preparations at Pilot Plant - Analysis & trouble shooting for success of pilot trials	Text			.	.	Match with R & D targets	.	.
Cost estimation for setting up of project on commercial scale of production ~ Conduct HAZOP studies and address all safety requirements ~ Prepare cost estimation for new project for desired capacity	Text			.	.	Match with R & D targets	.	.
Visiting the tolling manufacturers along with R & D team for feasibility and capability study for new products and the estimation of operating or manufacturing cost ~ Understand the capability of manufacturer for tolling ~ Estimate the operating cost ~ Estimate the additional cost for additions of equipment	Text			.	.	Match with R & D targets	.	.
Conduct study on Reliability Improvement for Talaja Plant with maintenance & project team & create / implement	Text			.	Implement 3 ideas / projects	Implement 3 ideas / projects	Implement 5 ideas / projects	Implement 10 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
Export quality noodle manufacturing at Talaja - Project proposal to be prepared with pre-engineered cost estimation	Text			.	15.08.2016	31.07.2016	15.07.2016	01.07.2016
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016
VEGA ESI 65 - New Product development - 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 proposal to be prepared for large scale	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016

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
production.								

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			"30.09.2016 Budggeted cost with 70% production capacity"	"15.09.2016 10% more than Budggeted cost with 70% production capacity"	"31.08.2016 Budggeted cost with 70% production capacity"	"15.08.2016 5% lower than Budggeted cost with 100% production capacity"	"01.08.2016 15% lower than Budggeted cost with 100% production capacity"
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text				"28.03.2017 Budggeted cost with statutory compliance"	"28.02.2017 Budggeted cost with statutory compliance"	"28.01.2017 5% lower than Budggeted cost with statutory compliance"	"28.12.2016 Budggeted cost with statutory compliance"
Bitumen Storage Project Phase 1 & Tank 69. Execute and commissioning to be completed on time and cost	Text				15.02.2017	15.01.2017	31.12.2016	15.12.2016
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infracture & equipment"	Text					1	2	3
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

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
Training on Reilability Improvement at Taloja	Text			-	-	16 hrs	24 hrs	32 hrs

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	.	.
Process simulation study of splitting, distillation & fractionation with external consultant for Baddi Plant and optimize the performance	Text			.	.	0.5% Yield Improvement 5% Reduce energy consumption	1.5%Yield Improvement 7% Reduce energy consumption	2.5% Yield Improvement 15% Reduce energy consumption
Conduct energy audit at Taloja with external consultant to reduce energy consumption	Text			.	< 5% reduction	5% reduction	10% reduction	15% reduction
Conduct study on Reliability Improvement for Taloja Plant with maintenance & project team & create / implement	Text			.	Create 8 Ideas / projects	Create 10 Ideas / projects	Create 15 Ideas / projects	Create 15 Ideas / projects