

Employee Name : Anil AjmeraManager's Name : Anil Ajmera
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
1 Completion of IDP of team member (Rubina Shaikh)	Text			-	-	Maintaining IA Tracker	Maintaing IA Tracker+ supporting in Follow up)	Maintaing IA Tracker+supporting in follow up+value added recommendation for process improvement and implementation
2 IFC Training to all process owner	Text			< 70% process owner	70% of process owner	80% of process owner	90% of process owner	All process owners
3 Completion of IDP self (Automation of Statutory Compliances under Direct & Indirect Taxes (VAT/CST/ED/ST & Customs))	Text			3/31/2017	2/28/2016	12/31/2016	11/30/2016	10/31/2016

KRA Category : Process
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. IFC Review	Text			-	-	Quartely review	Quaterly review+ 90% compliance	Quaterly review+100% compliance
2. Implementation of Internal Audit Observations	Text			<80%	80_90%	90_96%	96_98%	>98%
3 Monthly closure of FA books	Text			-	-	2nd working days	1st working day	1st working day + Schedule with analysis
4. Compliance review	Text			-	-	Qurtly report	Quaterly review+ 70% compliance	Quaterly review+80% compliance

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. Overall Insurance cost as per budget (As per existing policy)	Text			>4.16 cr	3.39 cr_ 4.16 cr	3.06 cr_3.39 cr	3.06 cr_ 2.26 cr	<2.26 cr
2. Claim settlement (Reference Claim date)	Text			.	.	Within time limit	.	.
<25 lakhs	Text			>12 months	9_12 months	8_9 month	6_8 months	< 6 months
25-50 lakhs	Text			>18 months	15_18 months	9_15 month	7_9 months	<7 months
50-100 Lakhs	Text			>30 months	24_30 months	15_24 month	12_15 months	<12 months
>100 Lakhs	Text			>36 months	30_36 months	24_30 months	21_24 months	<21 months

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
1. Timely completion of project proposal	Text			More than 7 working days	within 7 working days	within 5 working days	Within 4 working days	within 3 working days
2 Ensure timely submission of Fixed Asset details to stakeholders	Text			Delayed by more than 3 working days	Delayed by 3 working days	Within mutually agreed time (7 working days or above)	3 working days prior to targe date	1 working days
3 Meeting management expectation in terms of Management audit, Insurance and other issues	Text			.	.	Just meeting expectation	Meeting expectation with cost saving , process improvement or value added recommendation	Meeting expectation with cost saving , process improvement recommendation and implementation