

10002487 Pragnesh Buch

Employee Name : Pragnesh BuchManager's Name : Ramesh Doraiswami

Goalsheet Approval Date : 22-Mar-2017

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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|------------------------------------|------------------------------------|------------------------------------|--------------------------------------|------------------------------------|--------------------------------|---|
| 1.Driving Innovation in Oleo Business thru:a) New Products T/O during 2016-17 b) Improved material flexibility in existing products to support c)competitiveness d) Structural Correction in Cost (Weightage 10%) | Text | | | Turnover plus Cost Saving < 14 Crs | Turnover plus Cost Saving = 14 Crs | Turnover plus Cost Saving = 20 Crs | Turnover plus Cost Saving = 21.2 Crs | Turnover plus Cost Saving = 26 Crs | | |
| 2. Improvement in Composit OTIF (Average Monthly scores from Sept 16 , by 25% (Average Oct'16 - March'17) e.g if average score August-Sept is 50% then Target will be 62.5% for rating 3 (Weightage 10%) | Text | | | Avg Improvement > 10% | Avg Improvement by 15% | Avg Improvement by 25% | Avg Improvement by 35% | Avg Improvement by 45% | | |

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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--------------------------------|---|
| 1 Customer meetings A)Meeting A class customers 2 times a year B)Meeting B class customers once a year | Text | | | < 90% | 90% | 96% | 106% | 130% | | |
| 2 Run a survey with A&B Customers and get feedback on Quality, customer service and communication | Text | | | 03/17 | 02/17 | 01/17 | 12/16 | 11/16 | | |

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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--------------------------------|---|
| 1.Develop Commercial understanding of Sales team | Text | | | 03/17 | 02/17 | 01/17 | 12/16 | 11/16 | | |
| 2 .Design workshop on commercial understanding/give assignments | Text | | | - | - | - | - | - | | |
| 3.Training and Development of Vinayak's replacement | Text | | | - | | - | - | - | | |
| 4.Mentoring and working on IDP project | Text | | | - | | - | - | - | | |

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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--------------------------------|---|
| Sales volume in MT (Weightage 5%) | Text | | | < 90% | 90% | 96% | 106% | 130% | | |
| GC Value in Rs Crores (weightage 15%) | Text | | | < 90% | 90% | 96% | 106% | 130% | | |

KRA Category : Process
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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--------------------------------|---|
| 1 Setting up process with North America team (weightage 10%) | Text | | | - | - | - | - | - | | |
| Visibility of Rolling plan for 3 months | Text | | | 11/16 | 10/16 | 09/16 | 08/16 | 07/16 | | |
| Tracking Customerwise sales | Text | | | - | - | 03/17 | - | - | | |
| 2. Setting up CRM Model with help of IT (Weightage 10%) | Text | | | - | - | - | - | - | | |
| Populate the model. Testing and streamlining by Jan 17 | Text | | | 03/17 | 02/17 | 01/17 | 12/16 | 11/16 | | |

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