

Employee Name : Vilas Kakade
Manager's Name : Ramesh Doraiswami
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 15
KRA Description : people projects

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
Succession planning	Date			28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
complete challey projects	Text			six	seven	eight	nine	ten

KRA Category : Business
KRA Weightage : 15
KRA Description : plant reliability/long chain alcohols/new product initiative/safety

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
plant reliability, down time reduction.	Percentage			3	4	5	6	7
Longchain alcohols volume	Value		32900	< 22701	23030 to 31255	31584 to 34545	34874 to 42441	45731
Longchain alcohols GC INR cr.	Value		54	< 37.26	37.8 to 51.3	51.84 to 56.7	57.24 to 69.66	75.06
No lost time accident	Value		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Establish either TA/Soap noodle/asphalt emulsion	Date			31/Mar/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	15/Nov/2017

KRA Category : Customer
KRA Weightage : 15
KRA Description : customer satisfaction

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
reduction in number of complaints.	Percentage			15	20	25	27	30
Ruduction in complaint response time.	Percentage			15	20	25	27	30

KRA Category : Business

KRA Weightage : 40

KRA Description : control of manufacturing expenses and meeting SNOP.

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
Throughputs and volumes	Percentage			70	80	96	98	100
Variable cost and yields	Percentage			70	80	96	98	100
overhead cost	Percentage			2	3	5	7	9
Identifying and implementing cost cutting /yield improvement/inventory reduction projects	Value		380	< 262.2	266 to 361	364.8 to 399	402.8 to 490.2	528.2
Support new products initiatives.(soap noodles/ tertiary amine/ asphalt emulsion plants)	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : Process

KRA Weightage : 15

KRA Description : RBNQA

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
Ready for operational documents	Date			31/Mar/2018	15/Mar/2018	31/Dec/2017	15/Dec/2017	30/Nov/2017
ready application for external srutiny	Date			31/Mar/2018	15/Mar/2018	01/Mar/2018	28/Feb/2018	15/Feb/2018

Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Manager's name	Employee ID	Year
Vilas Kakade	Ramesh Doraiswami	10000749	2017-2018

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

No	Name of program	Faculty	Days	Please explain why the training is needed
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	as a leader this will be helpful.

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

No	Topics required	No. of Days	Internal faculty name
1			
2			

Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Completed	Reviews
1	Coaching through leader in own function for functional inputs	mr. Pramath sanghavi	5	31/Mar/2018		

2	Coaching through leader in own function for functional inputs	Mr. Amit sanas	5	31/Mar/2018		
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Part C: Development through action learning projects

Project Title	VVF model for carbon footprint
Review date	17/Aug/2017
Target end date	31/Mar/2018
Project scope	Prepare the VVF model for measuring carbon foot Print
Project exclusions	Certification and statutory requirments
Project deliverables (Target at rating 3: good solid performance)	1. Total CO2 emission. 2.Total fuel energy used-Green and Brown 3.Initiatives required to reduce carbon foot print 4.Initiative for Green Power. 5. Carbon Foot print Matrix of VVF.
What is the employee expected to learn from this project	1.Carbon Foot print calculations and global standards. 2. Benefits associated to Carbon Foot Print.
Reviewer(s) name	Ramesh Doraiswami
Project Status	
Project Status Comments	