

Employee Name : Manoj Bramhbhatt
Manager's Name : Khushroo Forbes
Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 15

KRA Description : IMPROVING PRODUCTIVITY

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
INCREASE TLSPD FROM 47 TO 49 LINES	Percentage			33.80	34.29	47	52	64
INCREASE PRODUCTIVITY FROM CURRENT 34% TO 36%	Percentage			24.83	25	35	38	47

KRA Category : Customer

KRA Weightage : 15

KRA Description : MTO

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
JO SOAP 667.39 LACS	Value	50	667.39	< 460.5	467.17 to 634.02	640.69 to 700.76	707.43 to 860.93	927.67
DOY CARE 184.43 & F.W 43.70 TOTAL 228.13	Value	15	228.13	< 157.41	159.69 to 216.72	219 to 239.54	241.82 to 294.29	317.1
BS SOAP & HAND WASH 19.04 LACS	Value	15	19.04	< 13.14	13.33 to 18.09	18.28 to 19.99	20.18 to 24.56	26.47
DOY TRANSPERENT 57.86 & DOY KIDS 26.64 TOTAL 84.50	Value	10	84.50	< 58.31	59.15 to 80.28	81.12 to 88.73	89.57 to 109.01	117.46
FILL RATE 71%	Percentage	10		49	50	68	75	92

KRA Category : Business

KRA Weightage : 40

KRA Description : ACHIEVEMENT OF BUSINESS OBJECTIVE

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
TOTAL SALES 8371.70 LACS	Value	40	8375	< 5778.75	5862.5 to 7956.25	8040 to 8793.75	8877.5 to 10803.75	11641.25
DOY CARE 1209.95	Value	20	1210	< 834.9	847 to 1149.5	1161.6 to 1270.5	1282.6 to 1560.9	1681.9
DOY TRANSPERENT 215.36 & DOY KIDS 40.28 TOTAL 255.64 LACS	Value	10	255.64	< 176.39	178.95 to 242.86	245.41 to 268.42	270.98 to 329.78	355.34
BACTER SHIELD SOAP 270.25 LACS	Value	20	270.25	< 186.47	189.18 to 256.74	259.44 to 283.76	286.47 to 348.62	375.65
DOY CARE FACE WASH 107	Units	10	107	< 73.83	74.9 to 101.65	102.72 to 112.35	113.42 to 138.03	148.73

KRA Category : Process

KRA Weightage : 15

KRA Description : IMPROVE PROFITABILITY

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
ELITE SKU 4710 LACS	Value	60	4710	< 3249.9	3297 to 4474.5	4521.6 to 4945.5	4992.6 to 6075.9	6546.9
Mystia 200lacs	Value	40	200	< 138	140 to 190	192 to 210	212 to 258	278

KRA Category : Business

KRA Weightage : 15

KRA Description : PROCESS DEVELOPMENT

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
SECONDARY GPS IMPLEMENTATION	Date	50		15/Dec/2017	15/Nov/2017	16/Oct/2017	15/Sep/2017	16/Aug/2017
MAHARASHTRA 2030 LACS	Value	30	2030	< 1400.7	1421 to 1928.5	1948.8 to 2131.5	2151.8 to 2618.7	2821.7
IDP PROJECT	Date	20		15/Mar/2018	15/Feb/2018	18/Jan/2018	15/Dec/2017	15/Nov/2017

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

Employee Name	Manager's name	Employee ID	Year
Manoj Bramhbhatt	Khushroo Forbes	10003303	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	

*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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	
Review date	
Target end date	
Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	
Project Status Comments	