

Employee Name : Khushnam JoshiManager's Name : Khushnam Joshi  
Goalsheet Approval Date : 28-Nov-2016

**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
1. SAP BUDGET RELEASE-5%	Text			Not Available	Not Available	AS AND WHEN REQUIRED	Not Available	Not Available
2. CPD PRICE CASECADE RELEASE UPDATION & RELESAS -5%	Text			Not Available	Not Available	AS AND WHEN REQUIRED	Not Available	Not Available
3. MONTHLY CLOSING ACTIVITY( PROVISION, SCRUTINY, REPORT)-5%	Text			Not Available	Not Available	BEFORE MONTH CLOSING	Not Available	Not Available
4. SCHEME ESTIMATION BEFORE RELEASE & IMPACT ON PNL-5%	Text			Not Available	Not Available	BEFORE MONTH CLOSING	Not Available	Not Available

**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
1. COMPLETION IDP & TRANING -10%	Text			Not Available	Not Available	FEB 17	Not Available	Not Available

**KRA Category : Business**  
**KRA Weightage : 50 \_**

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.ANALYTICS BUSINESS PERFORMANCE (CPD) - PNL LINE ITEMS( SALES, COGS, S&M ) - MONTHLY REVIEW PRESENTATION PREPARATION -20%*	Text			Not Available	Not Available	12th of following month	Not Available	Not Available
2. COST IMPROVEMENT PROGRAM -10%	Text			Not Available	Not Available	15th of following month	Not Available	Not Available
3. DEPOTWISE PROFITABILITY REPORT & ANALYSIS-5%	Text			Not Available	Not Available	12th of following month	Not Available	Not Available

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
4.CPD RELATED IDENTIFIED -INVENTORY ANALYSIS -( Movement ,SMOG & Action Plan)-5%	Text			Not Available	Not Available	18th of following month	Not Available	Not Available
5.SALES MONITORING ( WEEKLY & MONTHLY), UNDERLYING SALES GROWTH ANALYSIS-5%	Text			Not Available	Not Available	10th of following month	Not Available	Not Available
6. QUARTERLY PEER GROUP ANALYSIS -5%	Text			Not Available	Not Available	next month after quarter closing	Not Available	Not Available

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
1. COST SHEET ,GC TRACKER UPDATON & NC PROFILE OF MAJORE BRANDS -10%	Text			Not Available	Not Available	AS AND WHEN REQUIRED	Not Available	Not Available
2. PCP PLANT -RM/PM USAGE VARIANCE REPORT & ANALYSIS-5%	Text			Not Available	Not Available	8TH OF THE FOLLOWING MONTH	Not Available	Not Available
3.ABP back-up working -5%	Text			Not Available	Not Available	MARCH 17	Not Available	Not Available