

Employee Name : TEJAL LAD
Manager's Name : TEJAL LAD
Goalsheet Approval Date : 11-Jan-2017

KRA Category : Customer
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
1.0 Microbiological release of RM/PM/Water/EM/Swabs (90% Materials as per SOP norms)	Text			Not Available	Not Available	As per SOP	5 % improvement in TOT for the samples	5_10 % improvements in TOT for the samples
2.0 Timely execution of Validation /Calibration activities	Text			Not Available	Not Available	As per SOP	5% Improvement	5 _ 10 % Improvement
3.0 Micro SOP Revision	Text			Not Available	Not Available	As per SOP _ Within 3 month of review date	50 % Within 2 month of review date	60 % Within 1 month of review date
4.0 Monitor, Control & Execution of Microbiological lab activities	Text			Not Available	Not Available	As per requirement	5 % improvement in TOT of FG samples	5_10 % improvements in TOT of FG samples

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. Improvements in Employment engagement (surve figs)	Text			Improvement of 05% over last year	Improvement of 08% over last year	Improvement of 10% over last year	Improvement of 15% over last year	Improvement of 20% over last year
2. Development of self & second line (IDP)	Text			Not Available	self	self + one	Self + 2	Self + 3

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
1.0 Customer feedback target	Text			3.4	3.6	3.8	3.9	4
2.0 Improvement in Quality levels At IPQA Stage a. Liquids – 4.4 to 5 *	Text			<4.5	4.5_5.0	5	5.1	5.2
3.0 Customers / ISO/ Regulators Audits a. support to ensure all	Text			Red	yellow	Green	Green	Green

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
audits are in compliance. b. Compliance to all FDA stds for the factory. C. Sites to be in compliance state for Internal Audits *								

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
1.0 Plant hygenist monotereng - Equipments C&S & swab on monthly monitoring & Dismantalling & swabbing quartely w.r.t microbiology	Text			Not Available	Not Available	As per SOP	1. SOP + Any new method developed	*1 SOP + Any new method developed 2. Implimentetion of new suggestion and improvments *
*2.0 Quality & Regulatory Standards Implementation & Compliance. A. (critical observations releated to microbiology) – to be complied within 3 months from the audit date. "	Text			Not Available	Not Available	" within 3 months "	" within 2 months "	" within 1 months "
3.0 Micro Risk assesment study	Text			Not Available	Not Available	2 / year	3 / year	4 / year