Employee Name : Raghuvir Singh RathoreManager's Name : Raghuvir Singh Rathore
Goalsheet Approval Date : 11-Jan-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
1. Global Quality & Regulatory compliance	Text			.	.	.	All QMS Sops in place	.
2. System SOP review & amendment to harmonization across the Globe	Text			.	.	effective review and execution	.	.
3. Quality compliance monitoring through effective QMS across VVF locations worldwide	Text			.	.	Inprocess cheks strict monitoring tool in place & being followed	.	.
4. Market complaint investigation and effective CAPA plan to improve quality	Days			90	45	30	21	15
5. CAPA effectiveness through periodic quality review	Text			.	.	No repeat complaints od similar nature	Significant improvement is the customer complaint trend	No product complaint

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
1 Global GMP/GLP/GXP checklist to assess and ensure the global Quality compliance	Text			.	.	All Quality & Regulatory audit checklists are in place	All Quality & Regulatory audit checklists are reviewd and upgradated effectively	Significant improvement in quality excellence demonstrated through trend data.
2 Site Master File, Master Validation Plan & Quality Manual with change history	Text			.	.	SMF/MVP/QM always kep amended as per the current status all the time (Live documents)	SMF/MVP/QM and its execution excellence completely implemented as recorded.	Meeting Harmonized Global standards
3 Customer Audit and Compliance prepareness to achieve high compliance score	Text			.	.	Periodic assessment to ensure sustained quality rating status	Acieving higher quality standards	Achieve highest benchmark & Customer delight
4 Manufacturing excelence docket through BMR and BPR review & certified by QA	Text			.	.	Adequate controled documents (online) to record detailed manufacturing & packing activities	Online review mechanism of the recorded information in BMR/BPR and instant action on non conformance to achieve online quality compliance	Execution of Quality excellence through effective online monitoring & recording of BMR/BPR resulting in no quality complaint
5 Periodic Quality review including the CAPA effectiveness	Text			.	.	detailed investigation to formulate effective CAPA plan & execution	CAPA effectiveness check to ensure improved quality standard	Periodic CAPA effectiveness check and amendments in the product & process to achieve significant quality excellence

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. Various Audit and Certification by the cutomer/agencies in FMCG/APM space	Text			.	.	Keeping the quality systems sustained to that of achieved quality rating	Aiming for the high quality rating by continuous improvement track & trend data	Significant QMS improvement thus, set Global Quality Standard benchmark
2. Regulations and Quality & Regulatory requirements	Text			.	.	Complying with applicable Quality & Regulatory compliance	Proactive awareness on the upcoming regulations & requirements to safeguard high compliance level	Already maintained the high compliance level so as to align quickly from the day 1 of any new regulation within the scope of quality standards
3. Audit preparedness and effective auditing skills	Text			.	.	Regular periodic internal quality audits as per the schedule to sustain the QMS	Regular internal audits to achieve higher quality standards	Internal quality audits to challenges the effective QMS and dmonstrate its ruggedness & robustness.
4 Importance of SOPs in manufacturing, Storage and testing and its adherance	Text			.	.	SOps are available for all the operational activities as well as QMS and followed accordingly.	All Valid SOPs executed and followed strictly to achieve high compliance all the time.	SOPs are challenged periodically to amend and address all worst case scenario so as to encounter non compliances during the system audit to bring in high discplined QMS
5 Global GMP/GLP/GxP requirements	Text			.	.	Meeting the applicable GMP/GLP/Gxp requirements and sustained its compliance all the time.	Periodic amendments revisions of the GMP/GLP/Gxp requirements to qualify under current Good Manufacturing Practices	Global compliant GMP, GLP, GxP in place for FMCG / APM category products.

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 Vendor evaluation to certify the Quality & Regulatory compliance of suppliers	Text		40	.	.	Approved vendor list of all RM and PM updated in place	Vendor performance based on the trend data of anual failure receipt or any other quality issues performed with vendor rating update	Vendor performance evaluated and benchmarked for all critical RM/PM of high quality thus, achieved high quality compliance at material sourcing level
2 Harmonized Vendor evaluation SOP and Audit checklist as per the Quality requirements	Text		40	.	.	Vendor evaluation schedule based periodic vednor audit and compliance	.Quality supply agreement in place of all critical RM to safeguard high quality comliance and no failures	Approved Vendor list monitored by performing periodic audits and performance evaluation through the supply Quality Agreement
3. Vendor supplies failure investigation / CAPA	Text		20	.	.	Supplier failures investigation and immediate intimation to the vendor with follow up & closure of an effective CAPA from the vendor	Out of specification investigation checklist & investigation Report based CAPA implementation at Vendor	No RM/PM failure reoccurance and thus, almost zero failures targeted from the vendors thus, sustaining the high quality compliance chain

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 Product development data review & TTD to ensure quality by design approach	Text			.	.	Product bried followed by the Product Development Report (Lab stability) and TTD for plant scale up	Product brief duly reviewed and Laboratory data up to the Lab Validation identifying and critical product & process paramaters	Quality by Design approach Product development Report and Scale up batches signed off confirmeing the Validated process and established specification of all input/in process and FP specifications
2 Product License application & labeling information as per the regulatory requirements	Text			.	.	Product License application as per the finalized product composition and manufacturing process	Product License application supported by the Product composition / labeling information supported by the valid safety & efficacy studies	Product Licnse obtained as per the finalized composition and the mfg. process remained unchanged till the commercial manufacturing (No revisions post scale up)
3 Claim substaintiation data review & compliance	Text			.	.	Product claim supported by the valid safety studies	Product claims substaintiated by the bibliographic literature and the published studies as well.	.Product has a Cosmetic Product Safety Report (CPSR) combination of references as well as executed studies.
4 Technology Transfer Document review and acceptance as per the Quality compliance	Text			.	.	Technology Transfer Document with all supporting data lab validation/Lab stability & all specifications.	TTD executed without any arevisionamendment except the process optimization related amendments.	Chronological data from the product development lab trials lab validation TTD and the process Validation & stability to establish product shelf life