

Employee Name : Mohammed Anwar Khan
 Manager's Name : Pragnesh Buch
 Goalsheet Of Year: 2017-2018

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
Customer centric activity (Voice of customer & Customer engagement)	Text			NA	NA	March 18	Feb 18	Jan 18
Readiness of the application for submission of RBNQA	Text			NA	NA	March 18	NA	NA

KRA Category : People
KRA Weightage : 15
KRA Description : Completion of individual IDP

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
Identify potential fatty acid ester with respect to coating Industry	Text			March 4	March 2	March 1	Feb 28	Jan31
Self learning on Chinese Language	Text			NA	NA	MAR 1	NA	NA

KRA Category : Business
KRA Weightage : 50
KRA Description : Achievement of ABP

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
Volume	Units	30	14230	< 9818.7	9961 to 13518.5	13660.8 to 14941.5	15083.8 to 18356.7	19779.7
GC	Value	50	2779	< 1917.51	1945.3 to 2640.05	2667.84 to 2917.95	2945.74 to 3584.91	3862.81
Collection	Days	20		30	15	10	7	1

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

KRA Category : Customer

KRA Weightage : 20

KRA Description : Building Marketing Analytics Capability in Key Areas

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
Market size, share, enquiry generation & strike rate	Text			yearly	quarterly	monthly	fortnightly	weekly
Customer engagement survey, Administer key learning & actions	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
New Customer	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Regained customer	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

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

Employee Name	Manager's name	Employee ID	Year
Mohammed Anwar Khan	Pragnesh Buch	10002256	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	
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*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	Pragnesh Buch	6	DEC 2017		
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Application or VVF Products
Review date	30/Aug/2017
Target end date	15/FEB/2018
Project scope	Application of fatty acid and fatty alcohol in other industries
Project exclusions	Application in cosmetics

Project deliverables (Target at rating 3: good solid performance)	Application of products in other industries
What is the employee expected to learn from this project	Product expansion and customer satisfication
Reviewer(s) name	Vijay Rao
Project Status	
Project Status Comments	