

Employee Name : RAJU MISAL  
 Manager's Name : Aniruddha Bansod  
 Goalsheet Of Year: 2017-2018

**KRA Category : Customer**

**KRA Weightage : 15**

**KRA Description : Environment, Health & Safety**

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
Maintain manpower loss time due to accident.	Percentage			70	80	90	95	100
"Accident prevention A) Emphasis for utilization of proper PPEs prescribed by safety dept."	Percentage			70	80	90	95	100
Elimination of all leakages, spillages of thermic fluid/steam/process fluid as per identified list in Fatty Acid Area	Percentage			70	80	90	95	100
Ensure Sound condition of fabrication equipmmt	Percentage			80	85	90	95	100

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description : To take the initiative to improve plant Reliability**

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
Ensure the availability of consumable spares(Pipe ,pipe fittings ,bearings,welding fillers V-belt-etc) in engineering store to cater any abnormality.	Percentage			70	80	90	95	100
Procurement of single phase welding machine	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Ensure all welding/Fabrication equipment are in condition and approved from safety department.	Percentage			70	80	90	95	100

**KRA Category : Business**

**KRA Weightage : 15**

**KRA Description : Improvement**

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
Execution of approved MOC/cost reduction project	Percentage			70	80	90	95	100
Modification in DFA line for easily fixing spectacle blind	Percentage			70	80	90	95	100
Rectification of Audit point wherever fabrication required	Days			75	60	30	25	20

#### KRA Category : People

**KRA Weightage : 15**

**KRA Description : Training and 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
Ensure completion of Self IDP.	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
On job training to be provided to existing AC & OC employee	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
New product trial and demonstration	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39

#### KRA Category : Business

**KRA Weightage : 40**

**KRA Description : Effective & efficient management of day to day fabrication activities to meet production target**

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
Proper fabrication job planning to be done.	Percentage			70	80	90	95	100
Attending all leakages of plant equipments & tankfarm to ensure the availability for production as per SNOP.	Percentage			70	80	90	95	100
Ensure for completion of fabrication jobs of all shut downs as per planning.	Percentage			70	80	90	95	100

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

Employee Name	Manager's name	Employee ID	Year
RAJU MISAL	Aniruddha Bansod	10000210	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	need to improve

\*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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					
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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	