10002014 Prabhakar Kunder

Employee Name : Prabhakar KunderManager's Name : S. Sriram

Goalsheet Approval Date : 20-Apr-2017

**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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Collection Plan - Monthly | Text | | | Not reported | OD report +3_4 woking days | OD report +2 woking days | OD report +1 woking days | OD report <1 woking days | NA | NA |
| 2. Collection Actual Vs. Plan | Text | | | Not reported | Once a week | 2 times a week | Weekly | Daily | NA | NA |
| 3. Overdues Review | Text | | | Not reported | Once a week | 2 times a month | 3 times a month | 4 times a month | NA | NA |
| 4. Overdue Review - triggered follow ups | Text | | | Not followed up | Not followed up | 1_2 times a week | 3 times a week | 4 times a week | NA | NA |
| 5. Other need base reports to better collection plan etc. | Text | | | Not reported | Need based | Need based | Need based | Need based | NA | NA |

**KRA Category : Business**
**KRA Weightage : 30**

| 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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Variance Analysis - SNOP Vs. Actual GC of Same month, with detailed reasoning write up | Text | | | Not reported | Not reported | Once a month | Participate to better existing process | Evolve new/better Business Process | NA | NA |
| 2. Variance Analysis - Actual Vs. Actual GC - Previous month, with detailed reasoning write up | Text | | | Not reported | Not reported | Once a month | Participate to better existing process | Evolve new/better Business Process | NA | NA |
| 3. GC Trend analysis - Region wise, Product wise on Actual P&L basis | Text | | | Not reported | Not reported | Once a month | Participate to better existing process | Evolve new/better Business Process | NA | NA |
| 4. Consolidation of Actual GC, SNOP GC YTM | Text | | | Not reported | Not reported | Once a month | Participate to better existing process | Evolve new/better Business Process | NA | NA |

**KRA Category : Process**
**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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Market rates v/s Actual Purchase - OIL | Text | | | Not reported | Not reported | Twice, 10th & 20th of month | Thrice a month | Weekly | NA | NA |
| 2. Circulate weekly Statement Mark to Market - OIL | Text | | | Not reported | Not reported | Twice a month | Thrice a month | Weekly | NA | NA |
| 3. Logistics Cost – Market v/s Actual Cost: Abnormal cost like Detention and Demurrage reporting | Text | | | Not reported | Not reported | Twice a month | Thrice a month | Weekly | NA | NA |
| 4. RM inventory position - Participatory role at beginning of the month | Text | | | Not participated | Not participated | Participate | Contribute | Accurate RM Position reporting | NA | NA |
| 5. SAP SD Module - Material Code Creation coordination | Text | | | Need based | Need based | Participate | Contribute to decision making | Contribute to maintain accuracy in SD view & Control duplicates | NA | NA |

**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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. SNOP P&L | Text | | | Not reported | >60_70% accuracy in Product Pricing/Mt | Once a Month | =>80% Accuracy in Product Pricing/Mt | =>90% Accuracy in Product Pricing/Mt | NA | NA |
| 2. Total GC - Product wise analysis | Text | | | Not reported | >60_70% accuracy in GC judgement | Once a Month | =>80% Accuracy in GC Reporting | =>90% Accuracy in GC reporting | NA | NA |
| 3. RM Price working based on RM Mix/Route/Production plan | Text | | | 40_50% accuracy in RM Cost/Mt judgement | >60_70% accuracy in RM Cost/Mt judgement | Once a Month | =>80% Accuracy in RM Cost judgement | =>90% Accuracy in RM Cost Judgment | NA | NA |
| 4. Revisions of SNOP P&L based on Actual Sales | Text | | | Need Based | Need Based | Need based | Need based | Need based | NA | NA |
| 5. RM/OIL Price Trend, FG/Product Price Trend etc. | Text | | | Need Based | Need Based | Need based | Need based | Need based | NA | NA |

**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 | Actual achievement of year end | Appraisee comment on actual achievement |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Main Products GC reporting & Follow ups for obtaining accurate liquid price of Product | Text | | | Not reported | Not reported | Once a week | 2_3 times a week | 4_5 time a week | NA | NA |
| 2. By-Products Avg Price working [Liquid form]: computing impact on GC of respective main-products | Text | | | Not reported | Once a month | Once in two weeks | Once a week | Once a week consistantly | NA | NA |
| 3. Revision of cost model/price deicision based on above insights | Text | | | Not reported | Need based | Need based | Need based | Need based | NA | NA |
| 4. Product Pricing | Text | | | Not reported | Need based | Need based | Need based | Need based | NA | NA |
| 5. Product Costing | Text | | | Not reported | Need based | Need based | Need based | Need based | NA | NA |