

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 Availability of Quality material on Time   | Text |               |       | Not Available                  | Not Available         | As per Spec                | Not Available            | Not Available               |
| 2 Follow up with A/c Deptt for Vendor payment and Reco                                 | Text |               |       | Not Available                  | Not Available         | On Regular Basis           | Not Available            | Not Available               |
| 3 Follow up with A/c Deptt for timely "C" Form Issuance                                | Text |               |       | Not Available                  | Not Available         | On Regular Basis           | Not Available            | Not Available               |
| 4 Continue effort to increased payment terms for 30-60 Days & Minimize Advance payment | Text |               |       | Not Available                  | Not Available         | Minimum 5 Vendor           | Not Available            | Not Available               |
| 5 SBO - 5/month/employee, HI - 5/month/employee  | Text |               |       | Not Available                  | Not Available         | Complied                   | Not Available            | Not Available               |

KRA Category : Business  
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 Capex Cost Saving with better negotiation                         | Text |               |       | Not Available                  | Not Available         | 7.5 lakhs                  | 9.0                      | 12 lakhs                    |
| 2 Capex timely material delivery                                    | Text |               |       | Not Available                  | Not Available         | 100% delivery on time      | 100%                     | 100%                        |
| 3 Continue Negotiation on current price to reduced the cost further | Text |               |       | Not Available                  | Not Available         | 5 lakhs                    | 7                        | 9                           |

KRA Category : Process  
KRA Weightage : 40

| Key Performance Indicator (KPI) description                       | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|---|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| 1 Ensure Timely Delivery of Material to avoid any Production Loss | Text |               |       | Not Available                     | Not Available            | Not Available                 | Nil Stoppage of Plant       | Not Available                  |
| 2 PR To PO Conversion within 24 Hrs on Urgent basis\ 3 Days       | Text |               |       | Not Available                     | Not Available            | Not Available                 | Within 3 Working Days       | Not Available                  |
| 3 Follow up with the vendor for material                          | Text |               |       | Not Available                     | Not Available            | As per Schedule               | Not Available               | Not Available                  |