

Employee Name : Naresh Patel
Manager's Name : Vijay Dhiman
Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 20

KRA Description : Achieving EBIDTA target 42 CR

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
Line utilisation (last year is 48 %)	Percentage	25		5	10	25	27	28
S & op compliance	Percentage	25		80	90	95	96	97
Improving utility consumption/mt over the last year	Percentage	25		1	2	3	4	5
Improving direct manpower 5% improving productivity through automations	Percentage	25		1	2	3	4	5

KRA Category : Process

KRA Weightage : 30

KRA Description : Delivery in time

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
NPD OTIFQ	Percentage	10		70	90	95	96	97
FAC	Percentage	10		10	30	50	51	52
Fire incident reduction	Percentage	10		10	30	50	51	52
SBO 3/month	Text	35		0	1	3	4	5
Hi 3/month	Text	35		0	1	3	4	5

KRA Category : People
KRA Weightage : 30
KRA Description : Training

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
Devising and executing autonomous maintenance	Text	30		March 18	feb 18	Dec 17	Nov 17	Oct 17
Training of basic soap noodle process of shift officer	Text	30		1	1	1	2	3
Training of changeover	Text	40		March 18	Feb 18	Dec 17	Nov 17	Oct 17

KRA Category : Customer
KRA Weightage : 20
KRA Description : service

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
Production OTIF	Percentage	25		85	90	95	96	97
Quality level	Percentage	25		2	3	4	4.2	4.5
Reduction in customer borne out complaint	Percentage	25		10	20	50	52	55
All audits	Text	25		red	Amber	Green	Green	Green

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

Employee Name	Manager's name	Employee ID	Year
Naresh Patel	Vijay Dhiman	10002341	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	

*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	Coaching through leader in own function for functional inputs					

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	