

10003037 Madhavan Dakshinamurthy

Employee Name : Madhavan DakshinamurthyManager's Name : Kannan Sethuraman

Goalsheet Approval Date : 24-Apr-2017

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. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			.	.	Preparedness by Jan_17	Preparedness by Dec_16	Preparedness by Nov_16	NA	All Vendors intimated, roughly 25% data received, inventory levels to be assessed for June - timelines to be redecided
2. Preparedness for the new business model sourcing in a GST scenario	Text			.	.	Readiness of 70% sourcing by 1_Apr	Readiness of 80% sourcing by 1_Apr	Readiness of 90% sourcing by 1_Apr	NA	THE PROJECT IS ON TRACK

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. Average monthly Oil Closing Stocks	Text			<3500 Mt	<3250 Mt	<3000 Mt	<2750 Mt	<2500 Mt	1400 Mt	Working Sheet attached for reference
2. Vendor Assessment -Quarterly feedback in a structured manner	Text			.	.	60.00%	75.00%	90.00%	1	Vendor Assessment format designed, needs approval
3. Kosher Approved Material	Text			86.00%	89.00%	92.00%	95.00%	98.00%	100.00%	All material procured are Kosher approved, there were document issues however in a little over 1% of the total qty procured, which were dealt and handled with
4. Reduction of Rebate Cases	Text			10.00%	15.00%	20.00%	25.00%	30.00%	33%	Considered only RBDPS & PFAD

KRA Category : People

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. Technical Analysis	Text			.	.	Before Mar '17	Before December	Before September	Partially completed	PARTIALLY COMPLETED
2. No of Cross Functional Projects	Text			.	.	1	2	3	7	1. Coconut Market Study 2. Coconut - Edelweiss Stock & Sale 3. Coconut - Edelweiss LC transaction 4. Copra Crushing project 5. Soya Acid Oil 6. Solvent CNO degumming 7. Re-assessment of hydrogenation cost of RBFAD
3. Oil Market	Text			.	.	Monthly Report	Bi_Monthly	Weekly	Less frequently than expected	Less frequently than expected

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	Actual achievement of year end	Appraisee comment on actual achievement
1.PCP - Value addition through oil buying efficiencies - PS / PFAD / PKO/ CNO.	Text			1.50%	2.00%	2.50%	3.00%	3.50%	2.9%	Working sheet added for reference
2. CIP 1 - Cost Savings through Hedging, Blend savings, Freco c/f, Other Oil related CIP initiatives	Text			No profit/loss	3 cr	4 cr	5 cr	6 cr	5.5 Cr	Working sheet added for reference

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. OTIF- Str Procurement OTIF	Text			92.00%	93.50%	95.00%	96.50%	98.00%	93.75%	Sept and Oct were the worst hit months when OTIF was 77 and 70 respectively
2. Push through alternative CIP ideas in Oil eg. Mahua oil, Acid oils, residue purchases, C16 purchase from market, etc...	Text			.	.	2 initiatives to conclusion	3 initiatives to conclusion	4 initiatives to conclusion	4	1. Soya Acid Oil 2. Solvent CNO degumming 3. Off spec quality of Sol CNO 4. Coconut Kernel Oil