

10001971 Govind Ghule

Employee Name : Govind Ghule Manager's Name : Pramath Sanghavi

Goalsheet Approval Date : 17-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
planning & execution of routine plant maintenance activities across the locations	Text			80%	85%	90%	95%	100%	100%	planning & execution of routine plant maintenance done on properly, the work completed as per schedule. planning & scheduling attached herewith.
Planning & execution of plant Shutdown activities across the locations	Text			.	.	Planning & execution of plant Shutdown activities across the locations	before 3 hrs	before 5 hrs.	Before 5 hrs.	Completed & handed over before 27 hrs.
Overall cost saving in ABP 2016-17 For R & M- Civil Talaja location.	Text			.	.	with approved ABP	3% Saving on current ABP	5% saving on ABP	5% Savings on ABP	Saving of 5.63% on ABP R & M CIVIL 2016-17
Conduct study on Reliability Improvement for Talaja Plant with maintenance & project team & create / implement	Text			.	Implement 3 ideas / projects	Implement 1 ideas / projects	Implement 2 ideas / projects	Implement 3 ideas / projects	Implement 3 ideas / Project	Reliability study done on four ideas-1. Heat exchanger. 2.Cooling towers. 3. Pump fans & rotating machineries. 4. Critical equipment foundations & plant structure.

**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
Ensure compliance of IDP for the project team	Text			.	.	100%	.	.	100%	Compliance of IDP 100% done except SAP-PS module due to I was out of station at same time.
Impart training session on Specialized & core areas to VVF GET & within project team	Text			.	2 hrs	3 Hrs	4 hrs	5 hrs	4 Hrs	GET taring arranged one session 4 hrs.
Training on Reliability Improvement at Talaja	Text			.	.	8 hrs	16 hrs	24 hrs	16 hrs.	attained study training on reliability for cooling towers, Pumps, fans & rotating equipment.

**KRA Category : Business**
**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
Bitumen facility at Sewree location-Pre-engineering,Estimation costing, concepts freezing & Layout finalizing for BPT approvals	Text			.	15.08.2016	31.07.2016	15.07.2016	01.07.2016	Completed before 01.07.2016	completed before 01.07.2016
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016	10.07.2017	Completed before 10.07.2017
VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production.	Text			.	01.08.2016	15.07.2016	05.07.2016	25.06.2016	25.06.2016	Completed before 25.06.2017
VEGA ETS - New Product development - Project proposal to be prepared for large scale production.	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016	10.06.2016	Completed on 09.06.2016
Costing for Indonesia Project	Text			.	14.08.2016	31.07.2016	21.07.2016	15.07.2016	15.07.2016	Completed before 15.07.2016

**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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			Before Equipment Erection 20.08.2016 After Equipment ertion 31.08.2016 6% more than Budggeted cost	Before Equipment Erection 10.08.2016 After Equipment ertion 30.08.2016 4% more than Budggeted cost	Before Equipment Erection 30.07.2016 After Equipment ertion 25.08.2016 Budggeted cost	Before Equipment Erection 15.07.2016 After Equipment ertion 20.08.2016 4% lower than Budggeted cost	Before Equipment Erection 30.06.2016 After Equipment ertion 15.08.2016 6% lower than Budggeted cost	Before equipment erection 30.06.2016. After equipment erection 15.08.2016 6% lower than budgeted cost.	80% work completed before 30.06.2016 & 20% work completed before 15th august with 4.56% saving on budget.Original budget Rs.37.52 Lac. Consumed budget 35.81 Lac included unplanned additional work
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			6 Months from approved drawings Budggeted cost	5 Months from approved drawings Budggeted cost	4 Months from approved drawings Budggeted cost	3.5 Months from approved drawings 5% lower than Budggeted cost	3 Months from approved drawings Budggeted cost	"3 Months from approved drawings Budggeted cost "	Structural Rack strengthening work completed within 3 months. Overall Project is in progress. PO finalised by purchase on Jan.2017.
Up- gradation Fire protection system at Daman facility	Text			8 Months 20% more than Budggeted cost	7 Months 10% more than Budggeted cost	6 Months Budggeted cost	5 Months 5% lower than Budggeted cost	4 Months 8 % lower than Budggeted cost	5 Months 5% lower than Budgeted cost.	Civil work completed on 01.08.2017. Progress report attached.
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infracture & equipment"	Text					1	2	3	One	Methanol Product based on utilization of excess NG.

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. Ensure Quality standard- Concrete Crushing Strength	Text			80%	90%	100%	115%	125%	125%	achieved more than 125%
2. Defect liability of constructions	Text			6 Months	9 Months	1 year	1 Year 3 months	1 Year 6 months	1 Year 6 month	Achieved more than 1 year 6 months.
3. Standardization & improvement of quality management	Text			.	.	Mar_17	Feb_17	Jan_17	Jan 17	Done before Jan, 2017
4.Maintain documentation with centralized records	Text			.	.	100%	.	.	100%	All document maintained properly.
5. Safety compliance & zero reportable accidents	Text			.	.	100%	.	.	100%	Taken all measure of VVF safety standard. No. major incidence.