

Employee Name : Jaywant PawarManager's Name : Jaywant Pawar
Goalsheet Approval Date : 08-Dec-2016

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
1 Accident & Fire Incidence	Text			Not Available	Not Available	Not Available	Not Available	Zero Accidence
2 Usage of PPE in ware house,drum filling area & To follow work permit procedure	Text			Not Available	Not Available	100% implementation	Not Available	Not Available
3 To cover all the people for personal & plant safety training programme	Text			Not Available	Not Available	One person per session	Not Available	Not Available
4 To meet IDP completion. a) Training need identification b) Completion of Training need	Text			Not Available	Not Available	a) TNI = 100% b) Training completion > 90%	Not Available	Not Available

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
1 To meet drum filling target for Glycerin, Fatty Acid & Fatty Alcohol.	Text			Not Available	Not Available	Hit > 90%	Hit > 95%	Hit = 100%
2 To maintain packaging material well in advance to meet the dispatch schedule. Efficient mangement of packed FG stock,Godown space, packing material & M/C Maintance.	Text			Not Available	Not Available	Hit > 90%	Hit > 95%	Hit = 100%
2 FSMS / GMP+B2 survilance audit certificate for glycerine drum filling area.	Text			Not Available	Not Available	As per time schedule.	Not Available	Not Available
3 Get audited for QMS from various Customers and closing the points & observations.	Text			Not Available	Not Available	As per time schedule.	Not Available	Not Available
4 ISO 9001 - 2015 upgradation & 1st audit	Text			Not Available	Not Available	Before Mar 2017	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 All FG product dispatches are done as per schedule. (provided material is available)	Text			Not Available	Not Available	Hit > 90%	Hit > 95%	Hit = 100%
2 To reduce customer complaint From causes related to warehouse activity ex. Labeling, palletizing, stuffing of bags pallet. After completion of required modifications.	Text			Not Available	Not Available	75% customer complaint reduction compared to last year with causes due to warehouse activity.	85% customer complaint reduction compared to last year with causes due to warehouse activity.	95% customer complaint reduction compared to last year with causes due to warehouse activity.
3 Correct material loading	Text			Not Available	Not Available	100% of time	Not Available	Not Available
4 Correct quantity loading	Text			Not Available	Not Available	100% of time	Not Available	Not Available

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
1 Physical v/s actual stock to match (Checked book stock & physical stock.)	Text			-	-	90% stock match	95% stock match	100% stock match
2 To get audited time to time by internal audit team	Text			-	-	Meets HSK audit rating/ Customer audits/QMS Audits. & Housekeeping Audit Rating less than 75%	Meets HSK audit rating/ Customer audits/QMS Audits. & Housekeeping Audit Rating less than 85%	Meets HSK audit rating/ Customer audits/QMS Audits. & Housekeeping Audit Rating less than 95%
3 Monitoring Non moving stock in godown.	Text			-	-	Data to be online.	-	-
4 Bar code based WMS for pastilles and flakes material.	Text			-	-	Will be implemented by Mar'17 end	-	-

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
1 Reduction cost in ensure possible modification in packaging material.	Text			Not Available	Not Available	Saving Rs.= 19.23 Lakh	Not Available	Not Available
2 Reduce Contract Manpower Drum filling & Warehouse , Cost Saving 10% Sanctioned Manpower for 20 Person /Day	Text			Not Available	Not Available	Saving Rs.= 03.15 Lakh	Not Available	Not Available
3 Reduce Contract Manpower Drum filling & Warehouse , Cost Saving 10% (Last year OT average 176 Day/Month)	Text			Not Available	Not Available	Saving Rs.= 00.35 Lakh	Not Available	Not Available

