

Employee Name : KIRAN PILLAI
 Manager's Name : Aniruddha Bansod
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 40

KRA Description : Effective & efficient management of maintenance activity of DFA section 5,loop reactor , New Flaker & Beads plant.

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
Daily Job Planning to be done for DFA section 5,loop reactor , New Flaker & Beads plant.	Percentage			80	85	90	95	100
Reduction in unscheduled downtime(compared to FY 16-17) for DFA section 5,loop reactor , New Flaker & Beads plant.	Percentage			2	5	10	15	20
Ensure completion of all shutdown jobs to be completed as per defined timeline	Percentage			100	97	95	90	80
QC of spares or equipment to be completed in stipulated time period.	Days			30	20	10	5	3
Ensure Spare & service availability to reduce downtime.	Percentage			60	70	80	90	100

KRA Category : People

KRA Weightage : 15

KRA Description : Training and Development

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
Ensure completion of Self IDP.	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Conduct technical training session for departmental employees.	Value		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Attending technical seminars	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Conduct ISO 14001-18001 awareness session for departmental employees & Contract labours	Value		4	< 2.76	2.8 to 3.8	3.84 to 4.2	4.24 to 5.16	5.56

KRA Category : Process
KRA Weightage : 15
KRA Description : Plant Reliability & Improvement

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
Vibration monitoring of critical equipment in DFA Section 5 , Loop reactor , Flaker & Beads plant	Percentage			60	70	80	90	100
Thickness testing of critical process pipe lines in DFA Sec 5 & loop reactor.	Date			31/Mar/2018	15/Mar/2018	28/Feb/2018	31/Jan/2018	30/Nov/2017
Vacuum pump testing bench.	Date			31/Mar/2018	20/Mar/2018	28/Feb/2018	31/Jan/2018	30/Nov/2017
Thermic pipe line health check up in DFA plant	Date			31/Mar/2018	15/Mar/2018	28/Feb/2018	31/Jan/2018	30/Dec/2017
K4 Column catcher tray development	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	15/Jan/2018	31/Dec/2017

KRA Category : Business
KRA Weightage : 15
KRA Description : Cost saving

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
Execution of approved MOC/cost reduction project.	Percentage			60	70	80	90	100
Voltas pump spares development.(saving in lakh)	Value		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
P-363 A/B , P-361A/B & P-360 A/B Eagleburgman make seal replaced by local vendor make.	Date			31/Mar/2018	20/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017
P-515 A/B pump energy saving by modification.(saving in lakh)	Value		.5	< 0.35	0.35 to 0.48	0.48 to 0.53	0.53 to 0.65	0.7

KRA Category : Customer
KRA Weightage : 15
KRA Description : Environment,Health and Safety

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
Used oil storage area modification to reduce oil spillage.	Date			31/Mar/2018	28/Feb/2018	15/Jan/2018	15/Dec/2017	15/Nov/2017
EMS 14001 -OSHAS-18001 Documentation & maintain 100% compliance	Percentage			60	70	80	90	100
Ensure all rotating parts of equipment have guards.	Percentage			80	85	90	95	100

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

Employee Name	Manager's name	Employee ID	Year
KIRAN PILLAI	Aniruddha Bansod	10003628	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	Needs to improve my thoughts into action
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	Advanced MS excel	2	External Faculty
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	