

Employee Name : Amankumar Jha
 Manager's Name : Aniruddha Bansod
 Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 15

KRA Description : Environment,Health & Safety & documentation

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
Maintain manpower loss time due to accident	Percentage			80	90	95	97	100
Risk assessment to be done in specific manual activities(other than routine)	Percentage			80	85	95	97	100
seal guard provision in GDP process pumps	Percentage			80	85	95	97	100
technical documentation of equipments in DFA,GDP,Splitting and CGS	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : Business

KRA Weightage : 15

KRA Description : Reliability improvement project & 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
Compliance of vibration monitoring schedule of critical pumps in GDP,CGS and Splitting	Percentage			80	85	95	97	100
Arrest the leakages of process material,thermic fluid and steam in GDP,CGS and Splitting	Percentage			80	85	95	98	100
P-9002(CGS Paharpur cooling tower pump) ceramic coating to increase the life of impeller	Date			31/Mar/2018	21/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017
P-7115B(GDP hotwell pump) capacity enhancement	Date			31/Mar/2018	21/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017

KRA Category : People

KRA Weightage : 15

KRA Description : Training & 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	Percentage			80	85	95	97	100
On job training to be provided to existing AC & OC employee as per identified list	Units		2.5	< 1.73	1.75 to 2.38	2.4 to 2.63	2.65 to 3.23	3.48
Ensure participation of Departmental employees for training arranged by HR	Percentage			80	85	90	95	100
Conduct technical training session for departmental employees	Units		2.5	< 1.73	1.75 to 2.38	2.4 to 2.63	2.65 to 3.23	3.48

KRA Category : Business

KRA Weightage : 40

KRA Description : Effective & efficient management of maintenance activity of GDP, Splitting & CGS

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
Proper job planning to be done	Percentage			80	85	95	98	100
Availability of equipment for production	Percentage			80	85	95	98	100
All the shutdown jobs to be completed as per planning within stipulated time	Percentage			80	85	95	97	100
Adherence to PM & CM schedule to avoid equipment failure	Percentage			80	85	95	97	100
Ensure spare & service availability to reduce downtime	Percentage			80	85	95	98	100

KRA Category : Process

KRA Weightage : 15

KRA Description : Plant improvement for meeting internal customer requirements

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
P-102(JST feed pump) spare crankshaft development	Date			31/Mar/2018	21/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017
LST column bottom safety valve installation	Date			31/Mar/2018	21/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017

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
Drum filling flaker pump installation	Date			31/Mar/2018	21/Mar/2018	28/Feb/2018	31/Jar/2018	31/Dec/2017
P-106(Jutasama feed transfer pump) capacity reduction for energy saving	Date			31/Mar/2018	21/Mar/2018	28/Feb/2018	31/Jar/2018	31/Dec/2017

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

Employee Name	Manager's name	Employee ID	Year
Amankumar Jha	Aniruddha Bansod	10003330	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	this training will enhance my management skills so that i can effectively manage daily maintenance jobs
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			
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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	