

Employee Name : Vimal PathakManager's Name : Vimal Pathak
Goalsheet Approval Date : 29-Nov-2016

KRA Category : Business
KRA Weightage : 20 _

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 GC for Europe, Latam & N. America INR in Cr	Text			30.67	31.57	45.10	47.81	58.63
2 NRV & value addition for Europe, Latam & N. America INR in Cr	Text			131.58	135.45	193.50	205.11	251.55

KRA Category : Process
KRA Weightage : 20 _

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. Rolling forecaste to receive on regular basis	Text			Not Available	Not Available	Monthly	Not Available	Not Available
2. Tracking customer wise sales for N. America	Text			Not Available	Not Available	Quarterly	Not Available	Not Available
3 Coordinate with the Customers to get the desired data as per requirement of the project - 10%	Text			Not Available	Not Available	Ongoing	Ongoing	Ongoing
4 Achieve the desired database with information which will add value to business & help in customer mapping & engagements - 10%	Text			Not Available	Not Available	Mar_17	Feb_17	Jan_17

KRA Category : Business
KRA Weightage : 20 _

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 GC for Iran INR in Cr	Text			7.38	7.60	10.86	11.51	14.12
2 NRV & value addition for Iran INR in Cr	Text			13.64	14.04	20.06	21.26	26.08

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
3. Volume: Fatty Alcohol 9248 mt: 335 mt fatty acid	Text			Not Available	Not Available	Not Available	Not Available	Not Available

KRA Category : Customer
KRA Weightage : 20 _

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. Meeting 'A and B' class customers once in a year to enhance sales	Text			Not Available	Not Available	Once	Not Available	Not Available
2. Attending global conferences and meeting customers	Text			Not Available	Not Available	Once	Not Available	Not Available
3. Share MoM and feedback on quality, customer, service and communication	Text			Not Available	Not Available	Ongoing	Not Available	Not Available

KRA Category : Business
KRA Weightage : 20 _

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 Collection goals	Text			Not Available	Not Available	No overdues beyond agreed terms	Not Available	Not Available
2 Extension of customer base of 1618 alcohol	Text			Not Available	Not Available	Not Available	Not Available	Not Available
3. addition of new customers	Text			Not Available	Not Available	5	Not Available	Not Available
4. regain accounts	Text			Not Available	Not Available	3	Not Available	Not Available