

10003281 Kannan Sethuraman

Employee Name : Kannan SethuramanManager's Name : Ramesh Doraiswami

Goalsheet Approval Date : 22-Mar-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
1. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management : Supplier preparedness, Stock controls etc.	Text			NA	NA	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16		
2. Preparedness for the new business model sourcing in a GST scenario	Text			NA	NA	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1Apr	Readiness of 90% sourcing by 1 Apr		

**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
1. Oleo - Deliver Engg purchases savings CIP and Logistics CIP ( savings vs market benchmark rates, rate negotiations etc )	Text			NA	NA	Logs + Engg saving ~ 1.5 cr	Logs + Engg saving ~ 1.75 cr	Logs + Engg saving ~ 2 cr		
2. Drive Mustard CSR project in partnership with Loreal	Text			NA	NA	Obj alignment with Loreal, background work	Obj alignment with Loreal, village / farmer / ngo tieup	Pilot scale implementation		

**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. Oleo - Drive Innovation / NPD and Cost saving / margin enhancement in Oleo business through Cross functional projects	Text			NA	Rs. 18 cr	Rs. 20 cr	Rs 22 cr	Rs. 24 cr		
2. OTIF - Oleo OTIF - Set base benchmark and drive improvements in OTIF for SH - Base - Aug-Sept-16	Text			Impr > 15% over base	Impr by 15% over base	Impr by 25% over base	Impr by 35% over base	Impr by 45% over base		

### 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
1.OLEO - Value addition through oil buying efficiencies - PS / PFAD / RMO / CNO.	Text			1.5%	2.00%	2.5%	3.00%	3.5%		
2. PCP - value addition through oil buying / hedging efficiencies	Text			1.5%	2.00%	2.5%	3.00%	3.5%		
3. Drive CIP ideas in PCP - Oil + RMPM	Text			NA	NA	Total PCP CIP 2 cr ( Oil CIP 1.4 cr RMPM Rs. 60 LJ)*	*Total PCP CIP 2.4 cr ~ Oil CIP 1.6 cr RMPM Rs. 80 LJ)*	*Total PCP CIP 2.75 cr ~ Oil CIP 1.8 cr RMPM Rs. 95 LJ)*		

### 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
Indonesia procurement resource in place	Text			NA	NA	Nov 16	Oct 16	Sep 16		
Procurement leadership team development through a more entrepreneurial culture, analytical, new ideas, cross functional working etc.	Text			NA	NA	Basis the team culture, quality of analysis / innovation / ownership	Basis the team culture, quality of analysis / innovation / ownership Basis the team culture, quality of analysis / innovation / ownership	Basis the team culture, quality of analysis / innovation / ownership		
Reorganise the Procurement / Logistics / Engineering purchases structure for processes simplification, extracting synergies, better controls / productivity	Text			NA	NA	Basis level of change in structure	Basis level of change in structure	Basis level of change in structure		

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