

Employee Name : Sanjib Sinha
Manager's Name : Khushroo Forbes
Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 15

KRA Description : Improve profitability

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
Elite SKU - 14.61 Crs	Value	70	14.61	< 10.08	10.23 to 13.88	14.03 to 15.34	15.49 to 18.85	20.31
New Product Launches, Mystia Range-30 lac	Value	30	30	< 20.7	21 to 28.5	28.8 to 31.5	31.8 to 38.7	41.7

KRA Category : Customer

KRA Weightage : 15

KRA Description : MTO

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
JO - 38.14 Lacs	Value	50	38.14	< 26.32	26.7 to 36.23	36.61 to 40.05	40.43 to 49.2	53.01
DOY CARE - 7.10 Lacs	Value	15	7.1	< 4.9	4.97 to 6.75	6.82 to 7.46	7.53 to 9.16	9.87
BS soap & Hand wash - 3.34 Lacs	Value	15	3.34	< 2.3	2.34 to 3.17	3.21 to 3.51	3.54 to 4.31	4.64
DOY Soap -5.67 Lacs	Value	10	5.67	< 3.91	3.97 to 5.39	5.44 to 5.95	6.01 to 7.31	7.88
Fill Rate 71%	Value	10	71	< 48.99	49.7 to 67.45	68.16 to 74.55	75.26 to 91.59	98.69

KRA Category : Process

KRA Weightage : 15

KRA Description : Process 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
Secondary GPS Implementation	Date	50		31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Development state Bihar for East Zone - 11.11 Crs	Value	25	11.11	< 7.67	7.78 to 10.55	10.67 to 11.67	11.78 to 14.33	15.44
Premiumisation of DOY portfolio through packaging	Date	25		31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : Business

KRA Weightage : 40

KRA Description : Achievement of Business objective

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
Total Sales - 55.60 Crs	Value	40	55.60	< 38.36	38.92 to 52.82	53.38 to 58.38	58.94 to 71.72	77.28
Doy Care Soap - 2.92 Crs	Value	20	2.92	< 2.01	2.04 to 2.77	2.8 to 3.07	3.1 to 3.77	4.06
Doy Soap - 57.30 Lacs	Value	10	57.30	< 39.54	40.11 to 54.44	55.01 to 60.17	60.74 to 73.92	79.65
Bacter Shield - 1.62 Crs	Value	20	11.62	< 8.02	8.13 to 11.04	11.16 to 12.2	12.32 to 14.99	16.15
Facw Wash - 0.18 Crs	Value	10	.18	< 0.12	0.13 to 0.17	0.17 to 0.19	0.19 to 0.23	0.25

KRA Category : People

KRA Weightage : 15

KRA Description : Improving productivity

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
Increase TLSPD - 50%	Value	50	50	< 34.5	35 to 47.5	48 to 52.5	53 to 64.5	69.5
Increase Productivity - 43%	Value	50	43	< 29.67	30.1 to 40.85	41.28 to 45.15	45.58 to 55.47	59.77

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

Employee Name	Manager's name	Employee ID	Year
Sanjib Sinha	Khushroo Forbes	10001953	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	
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			

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	Mr.K.R Forbes	2	31/Mar/2018		

	inputs					
2	Coaching through leader in own function for functional inputs	Mr.Amarjeet Mishra	1	31/Mar/2018		

Part C: Development through action learning projects

Project Title	Premiumisation of DOY Portfolio through Packaging Innovation
Review date	31/Mar/2018
Target end date	31/Mar/2018
Project scope	Explore New Packaging options for Doy range which give value addition in terms of premium look and feel to the brand so as to trigger higher off take at the point of sale
Project exclusions	Continuation of current Packaging, Options which involve huge investment of CAPEX, Options of high lead time & MOQ
Project deliverables (Target at rating 3: good solid performance)	Feasible packaging with good Shelf throw & Product Appeal, Compatible with Current Product & extendable to future portfolio.Premium Feel, Higher Off take.
What is the employee expected to learn from this project	Team Work & Cross functional learning
Reviewer(s) name	Mr.Amarjit Mishra
Project Status	
Project Status Comments	