

Employee Name : DEEPAK KULKARNI
 Manager's Name : MONICA SADAFULE
 Goalsheet Of Year: 2017-2018

KRA Category : Testing
KRA Weightage : 30
KRA Description : PMS Project

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
Quater Review 1 Development	Text			25th july 2017	20th july 2017	15th july 2017	10th July 2017	5th July 2017
Midyear Year Review Update	Text			After Development 15 days	After Development 2 week	After Development 11 days	After Development 9 days	After Development 1 week
Quater Review 3 Development	Text			After Development 15 days	After Development 2 week	After Development 11 days	After Development 9 days	After Development 1 week

KRA Category : Testing
KRA Weightage : 15
KRA Description : GST Project

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
Metal Power	Text			On Requirement	On Requirement	On Requirement	On Requirement	On Requirement
VVF	Text			On Requirement	On Requirement	On Requirement	On Requirement	On Requirement

KRA Category : Testing
KRA Weightage : 15
KRA Description : MIS 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
Front End Development	Text			After Development 20 days	After Development 18 days	After Development 15 days	After Development 13 days	After Development 8 days
Master Admin	Text			After Development 21	After Development 18	After Development 15	After Development 13	After Development 8

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
				days	days	days	days	days
Location wise Admin	Text			After Development 21 days	After Development 18 days	After Development 15 days	After Development 13 days	After Development 8 days

KRA Category : Testing
KRA Weightage : 40
KRA Description : HRIS 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
Functional & Performance Testing For HRIS	Text			After Development above 30 days	After Development 30 days	After Development 25 days	After Development 20 days	After Development 15 days
Functional & Performance Testing For Time & Attendance	Text			After Development above 30 days	After Development 30 days	After Development 25 days	After Development 20 days	After Development 15 days
Functional & Performance Testing For Taxation	Text			After Development above 30 days	After Development 30 days	After Development 25 days	After Development 20 days	After Development 15 days
Functional & Performance Testing For Payroll	Text			After Development above 30 days	After Development 25 to 30 days	After Development 20 to 25 days	After Development 15 to 20 days	After Development 12 to 15 days

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

Employee Name	Manager's name	Employee ID	Year
DEEPAK KULKARNI	MONICA SADAFULE	0013	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 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	