

10003493 Pravin Nerkar

Employee Name : Pravin NerkarManager's Name : Pratik Mehta

Goalsheet Approval Date : 21-Apr-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
To take extra initiative (Not routine) for efficiency improvement, improved service to customer, cost improvement, security of supply etc. (Such initiative need to listed approved by manager for consideration under this KRA)	Text			Successful conversion to benefit oragnisation 0 instance	Successful conversion to benefit oragnisation 1 instance	Successful conversion to benefit oragnisation 2 instance	Successful conversion to benefit oragnisation 3 instance	Successful conversion to benefit oragnisation 4 instance	4	We Identified 7 ARC initiative's out of 2 are completed & 4 nos we are ongoing track of completion next few months like SA193 Studs/PUMP spares,attached List

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. GST preparedness for Engineering Purchase. Commercial benefit working, drawing up planned business model, Transition management Supplier preparedness, Stock controls etc.	Text			None	None	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16	3	Transition management Supplier preparedness, Mr.Suryakant has provide us All vendor's GST preparedness SAP data we(purchase Team) has sent all Vendor registration data sheets to respective buyers group vendors, & following vendors for GST data submission ,HSN Codes, GST provisional certificates 20 Vendors out of 70 has submitted GST data on VVF Portal
2. Preparedness for the new business model sourcing in a GST scenario for Engineering Purchase	Text			None	None	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1 Apr	3	Transition management Supplier preparedness, Mr.Suryakant has provide us All vendor's GST preparedness SAP data we(purchase Team) has sent all Vendor registration data sheets to respective buyers group vendors, & following vendors for GST data submission ,HSN Codes, GST provisional certificates

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
Complying IDP for self Enhancing skill level of self develop a framework to analyse trends, feedstock / industry analysis, articulating purchase strategy, monthly presentation in a structured manner, sharing info with team members, Excel training etc...	Text			None	None	Training + data (trends / feedstocks)	Training + data (trends / feedstocks) + show instances of atleast 2 improvements	Training + data (trends / feedstocks) + show instances of 3 improvements	4	1.For Capital equipment's like HEX, pressure vessels, negotiate with vendors based on Internal material cost estimate templates 2.For SA 193 STUDS/SA 194 BOLTS prices are negotiated with Manufactureres (Hem Industries & IEC,Syndicate engg.) on KG basis 121/KG as ASTM STD Weight Chart back up data attached with PO 3.Cost templates developed for Gratings ,Insulation also attached with respective PO as back-up
Complying self IDP	Text			None	None	Mar 17	Feb 17	Jan 17	4	Develop price evaluation ,negotiation strategy Utilising my engineering knowledge, experience for Every engineering Class of Items A, B &C

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) Cost Improvement through Negotiations, Value engineering, vendor led innovation and Cross functional cost saving (30%) - (Only Fresh CIP cases to be considered)	Text			< 12.5L	>=13 L < 15 L	>=15 L < 17 L	>= 17 L < 19 L	>= 21 L	5	FY-16/17 Total Cost Savings In Lacs 23.5 Lacs against KPI Target of 21 Lacs Attached CIP excel back-up sheet
2) To improve customer service for timely delivery of material as per PO terms by 40% from last year performance (10%)	Text			< 25%	>= 25 < 35 %	>= 35 < 40 %	>= 41 < 45 %	>= 51 %	3	53% achieved, FY16-17 for delivery performance improvement 9% achieved against 10% Target considering (Bitumen project/Plant shutdown delivery performance)

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) To develop new vendors (Manufacturer / Authorised Dealers) and ensure more than 1 vendor for critical items for better customer services and pricing	Text			1	2	3	4	5	5	8 new Manufacturer/Authorised Dealers against KPI target of 5 Consider M/S JSE Industries as most cost quality & delivery effective vendor for Microfini sh/Voltas/KSB pump spare spent Attached backup sheet
2) Average PR to PO conversion time (For routine items) - to be counted from April-16	Days			12	11	10	9	8	3	10 for routine Items
3) Average PR to PO conversion time (For non routine items) - To be counted from April-16	Text			6 weeks	5.5 weeks	5 weeks	4.5 weeks	4 weeks	2	5.5 Weeks
4)No of open PR beyond 30 days of PR release date at the end of each month (To report and monitor every month)	Text			9	7	5	3	1	3	catering PRF load from 12 no. of plant users