

10002013 Anant Pednekar

Employee Name : Anant Pednekar Manager's Name : Mohit Sharma

Goalsheet Approval Date : 20-Apr-2017

**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	Appraiser comment on actual achievement
1 ABP Sewree ~ 14.17 Crores	Text			.	.	11.53 ~ 12.62	12.63~15.50	Above 15.50	Achieved Rs. 17.54 Cr which corresponds to rating target of "4" against Rs. 14.03 - 15.49 Cr. Inputs at Sheet marked "Income Sion and Sewree".	Additional weightage was allocated in terms of savings in plant OH. The same have been achieved above 15%.
2 ABP Sion ~ Rs. 1. 24 Crores	Text			.	.	.1.19~1.31	1.32~1.60	Above 1.60	Achieved Rs. 2.68 Cr which corresponds to rating target of "5" against Rs. 1.19 - 1.30 Cr. Inputs at Sheet marked "Income Sion and Sewree".	The business is in the 2nd year of inception. Hence, degree of difficulty was high.
3 Top line from Direct parties i.e. without broker	Text			.	.	2.88 ~ 3.17	3.18 ~ 3.87	Above 3.87	Achieved Rs. 6.68 Cr which corresponds to rating target of "5" against Rs. 2.88 - 3.15 Cr. Inputs at Sheet marked "Direct Party Income".	The savings are continuously in the 3rd year at and average of 10% PA.
4 Saving in Plant OH	Text			.	.	9.6 ~ 10.5 Lacs	10.6 ~ 12.9 Lacs	Above 12.9 Lacs	Achieved Rs. 70.64 lakhs which corresponds to rating target of "5" against Rs. 9.60 - 10.50 Lakhs. Inputs at Sheet marked "Sewree Exp".	The savings are continuously in the 3rd year at and average of 10% PA, notwithstanding the average inflation.
5 Savings in Kutch	Text			.	.	5% of Approved Budget	10% of Approved Budget	More than 10% of approved budget	Achieved 35% which corresponds to rating target of "5" against 10% and above. Inputs at Sheet marked "Kutch Exp".	The target was amended during July end and hence had higher degree of difficulty.

**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	Actual achievement of year end	Appraiser comment on actual achievement
1 Implementation of IR strategy for sion within the framework of Legal options	Text			.	.	APP	10% improvement over plan	20% improvement over plan	Formation of new union at Sion. This was a demanding target keeping in mind that all the present workmen at Sion were old union members. There has been a smooth closure of contempt cases and some ULP cases. Inputs at Sheet marked "IR Strategy".	The speed at which the union was registered was also beyond expectations.
2 Optimization of Cost of BC at Talaja and Tiljala	Text			.	.	APP	10% improvement over plan	20% improvement over plan	We were able to part with 05 workmen at Talaja and 19 workmen at Tiljala with the ROI of 12 months and	Rationalization and manpower freeze achieved at Talaja, Baddi, Daman and Tiljala.

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									14 months respectively. Inputs at Sheet marked "Rationalization"	

**KRA Category : People**  
**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Succession Planning of Critical Position – Identification of positions in businesses and functions, Design of Curriculum , Completions of Curriculum APP (Weightage ~ 15%)	Text			.	.	Positions Identification – Aug Design – Sept Completion – APP	Positions Identification – July Design – Aug Completion – APP 10% improvement	Positions Identification – July Design – Aug Completion – APP 20% improvement	Coordinated with BU Heads pertaining to shortlisting of candidates. Mr. Kakade was also convinced regarding the requirement of the candidates.	Presently the progress is on hold due to want of management concurrence.
2 Self Directed Work Teams at Plants to enhance effectiveness (Weightage ~ 15%)	Text			.	.	Baddi ~ 8 Positions Daman ~ 5 Positions Taloja ~ 14 Positions	Baddi ~ 10 Positions Daman ~ 7 Positions Taloja ~ 17 Positions	Baddi ~ 13 Positions Daman ~ 10 Positions Taloja ~ 20 Positions	4 Teams at Baddi created in Oct-16. 4 Team Leaders and 4 Cell Incharges appointed, 4 Teams from Dettol at Daman Identified, Fatty Acid department identified for creating SDT. Inputs at Sheet marked "SDT"	The evaluation for 06 months is ready at Baddi and the process is giving desired results. Daman and Taloja under observation upto Sept-17.
3 Office Relocation to a new location to enhance employer branding, effectiveness and enable employee attraction (Weightage 10%)	Text			.	.	Readiness for March 17	Readiness for Jan 17	Readiness for November 16	Inputs collated however this KRA has been omitted.	Inputs collated however this KRA has been omitted.
4. Completion of Self and Team IDP	Text			.	.	80%	90%	above 90%	More than 95 % Achieved. Inputs at Sheet marked "IDP Summary"	The training & development w.r.t. Projects was under Mr. Pramath Sanghvi and Mr. Rustom Joshi for a period of 06 months.

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Improvement of Employee Engagement by enhancing transparency and morale of employees	Text			.	.	70% completion of Focused Areas	80% to 92% completion of focused areas	93% and above	The PMS for OC & below has been restructured to accommodate better transparency at Baddi and Daman. Inputs at Sheet marked "Employee	The Engagement programs are functioning based on inter department participation along with all HR employees. This was a special task

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									Engagement*	entrusted as a Shared Goal.
2 Performance Management Process – Cascade & Adherence of new process across organisation: Rigor on IDP: Quality check 100% MMC & above	Text			Less than 50% IDP collection	50% to 69% of IDP completion	70 % to 79% of IDP completion	80% to 94% of IDP	95 % of IDP completion	BC new format of PMS. New PMS process for JMC & above implemented at all locations on time as well as without any technical issues.	Readily accepted. No IR issues