

Employee Name : Mahendra Uttam
 Manager's Name : Mahendra Uttam
 Goalsheet Approval Date : 21-Nov-2016

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
*1 Project OTIFQ within Budget *	Text			Not Available	Not Available	100%	100% (completion well before time line.	Not Available
*2) Strengthen Engineering Practices to promote better quality, reliability and safety in Baddi units. *	Text			90% OTIF, 10% reduction in BDs	95% OTIF, 15% reduction in BDs	FTR & Improved Hygiene through formal assessment score (20% reduction in number of breakdowns)	FTR & Improved Hygiene through formal assessment score (25% reduction in number of breakdowns)	FTR & Improved Hygiene through formal assessment score (30% reduction in number of breakdowns)
*3) Required engineering solution/System / documentation For ISO , RSPO ,Kosher certification at Baddi *	Text			Not Available	JQ 16	MQ 16(31ST MARCH 16)	MQ (28th FEB 16)	MQ(31ST JAN16)
EHS compliance.	Text			15% reduction in FAC (ZERO LTA) , Compliance with PCB norms	20% reduction in FAC (ZERO LTA) , Compliance with PCB norms	25% reduction in FAC (ZERO LTA) , Compliance with PCB norms	30% reduction in FAC (ZERO LTA) , Compliance with PCB norms	40% reduction in FAC (ZERO LTA) , Compliance with PCB norms
SBO - 5/month/employee, HI - 5/month/employee	Text			Not Available	Not Available	Complied	Complied	Complied

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
Reduction of conversion cost - YOY through energy saving initiatives/ projects, improving generation efficiencies on utilities & Engineering practices and Engineering purchases	Percentage			3	4	5	6	8
Reduction in RM & PM cost over last year through increasing equipment / machine reliability	Text			5 millions	7 millions	10 millions	11 millions	12 millions
Innovation led Business Development (new products/business) NPD OTIF	Percentage			90	92	95	97	98

KRA Category : Customer
KRA Weightage : 30 _

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
Achievement of Production OTIF by ensuring better equipment Reliability.	Text			94	95	96	97	98
Audit by Client	Text			Red	Amber	Green	Green	Green
Reduction in factory borne out customer complaints incl CPD	Text			30	40	50	55	60
Customer Feedback (incl CPD)	Text			3.	3.2	3.5	3.8	4
QL @ Baddi - Quality Level@ IPQA Stage	Text			4	4.1	4.2 Exit MQ17	4.3 Exit MQ17	4.2 Year Avg

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
Improvement in EES scores over 2015	Text			3% improvement in EES scores	5% improvement in EES scores	10% improvement in EES scores	15% improvement in EES scores	20% improvement in EES scores
Multiskilling / Additional responsibility	Text			Not Available	Not Available	1. Specific projects like DOE, Real Time feedback, TPM tools etc as a part of IDP	2 specific Task	3 specific task