

Employee Name : Pramath Sanghavi  
 Manager's Name : Pratyaya Chakrabarti  
 Goalsheet Of Year: 2017-2018

**KRA Category : Process**

**KRA Weightage : 20**

**KRA Description : PCP Projects within cost and time**

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
Daman GMP Project - On Time	Date	20		01/Nov/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017	15/Aug/2017
Daman GMP Project - On Cost	Text	20		Actual cost is 10% more than project budget	Actual cost is 5% more than project budget	Actual cost is equal to project budget	Actual cost is 5% less than project budget	Actual cost is 15% less than project budget
Soap Noodle manufacturing at Talaja - On Time	Text	20		7 months from the date of project approval	6.5 months from the date of project approval	6 months from date of project approval	5.5 months from the date of project approval	4.5 months from the date of project approval
Soap Noodle manufacturing at Talaja - On Cost	Text	20		Actual cost is 10% more than project budget	Actual cost is 5% more than project budget	Actual cost is equal to project budget	Actual cost is 5% less than project budget	Actual cost is 15% less than project budget
Cost Estimations for PCP Projects	Days	20		21	18	15	12	7

**KRA Category : People**

**KRA Weightage : 15**

**KRA Description : Team Performance**

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
Team Training is complied to the plan in IDP	Percentage	30		80	90	100	110	120
Conduct or organise training for Plant & Project Team	Text	30		4 hrs	6 Hrs	10 Hrs	12 hrs	16 Hrs
Complete project on VVF Model for Carbon Foot Print as planned	Date	40		31/Mar/2018	15/Mar/2018	01/Mar/2018	15/Feb/2018	01/Feb/2018

**KRA Category : Business**

**KRA Weightage : 30**

**KRA Description : Oleo Projects Execution on time and within cost**

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
VEGA ESI 65 manufacturing - On Time	Date	20		31/Oct/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017	16/Aug/2017
VEGA ESI 65 manufacturing - On Cost	Text	20		Actual cost is 10% more than project budget	Actual cost is 5% more than project budget	Actual cost is equal to project budget	Actual cost is 5% less than project budget	Actual cost is 15% less than project budget
03D3 Column Modification - On Time	Date	20		15/May/2017	10/May/2017	04/May/2017	30/Apr/2017	25/Apr/2017
03D3 Column Modification - On Cost	Text	20		Actual cost is 10% more than project budget	Actual cost is 5% more than project budget	Actual cost is equal to project budget	Actual cost is 5% less than project budget	Actual cost is 15% less than project budget
Bitumen Storage Expansion at Sewri Tank 6, 69, 9 Loading & Unloading lines - On cost & Time	Text	20		30.09.2017 with actual cost 10% more than project Budget	22.09.2017 with actual cost 5% more than project Budget	15.09.2017 with actual cost equal to project Budget	07.09.2017 with actual cost 5% less than project Budget	01.09.2017 with actual cost 10% less than project Budget

#### KRA Category : Customer

**KRA Weightage : 20**

**KRA Description : Project and Engineering Support at All locations**

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
Improve Reliability of Plant O & M	Text	25		Generate 4 Implementable Ideas and get 1 of them implemented	Generate 5 Implementable Ideas and get 2 of them implemented	Generate 5 Implementable Ideas and get 3 of them implemented	Generate 6 Implementable Ideas and get 4 of them implemented	Generate 7 Implementable Ideas and get 6 of them implemented
Improve Energy Efficiency of Utilities	Text	25		1% savings on energy cost	3% savings on energy cost	5% savings on energy cost	7% savings on energy cost	10% savings on energy cost
Improve Energy Efficiency of processes	Text	25		1% savings on process energy consumption	2% savings on process energy consumption	3% savings on process energy consumption	5% savings on process energy consumption	7% savings on process energy consumption
Line and capacity balancing for PCP sites in Post GST Scenario - Cost estimation	Text	25		NA	NA	To work in coordination with PCP team	NA	NA

#### KRA Category : Process

**KRA Weightage : 15**

**KRA Description : Project and Program Improvements**

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
Develop QAP for all new requirements and ensure zero failures	Text	20		85% QAP on each project	90% QAP on each project	95% QAP on each project	100% QAP on each project	NA
Implement new concepts and technology on each	Text	20		NA	NA	One new concept per project	2 new concept per project	3 new concepts per 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
project for incremental benefits of operations and maintenance								
Procure engineering software and train the project team for basic engineering and Smart P & ID development	Text	20		NA	NA	Team training on Smart P & ID software	Team training on Smart P & ID software & converting existing P & ID to smart P & ID	Team training on Smart P & ID software & converting existing P & ID to smart P & ID Inhouse basic engineering of the project
Convert the project documentation to soft copies for long term storage of records	Text	20		50% documents to be converted to soft records	60% documents to be converted to soft records	70% documents to be converted to soft records	80% documents to be converted to soft records	100% documents to be converted to soft records
Maintain wind power sale business with help of finance team	Text	20		NA	NA	Maintain sale of power with maximum possible earnings	NA	NA

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

Employee Name	Manager's name	Employee ID	Year
Pramath Sanghavi	Pratyaya Chakrabarti	10002269	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			
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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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Pratyaya Chakrabarty	10	15/Mar/2018		
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Vilas Kakade	10	15/Mar/2018		

**Part C: Development through action learning projects**

<b>Project Title</b>	VVF Model for measuring Carbon Foot Print
<b>Review date</b>	16/Aug/2017
<b>Target end date</b>	15/Mar/2018
<b>Project scope</b>	Prepare the VVF Model for measuring Carbon Foot Print
<b>Project exclusions</b>	Certification and statutory requirements
<b>Project deliverables</b> (Target at rating 3: good solid performance)	1. Total CO2 Emission 2. Total Fuel Energy Used - Green and Brown 3. Initiatives required to reduce carbon foot print 4. Initiatives for Green Power 5. Carbon Foot print Matrix of VVF 6. Benefits
<b>What is the employee expected to learn from this project</b>	1. Carbon Foot Print Calculations and global standards 2. Benefits associated to Carbon Foot Print
<b>Reviewer(s) name</b>	Vilas Kakade & Pratyaya Chakrabarty
<b>Project Status</b>	

Project Status Comments	
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