

KRA Category : Process
KRA Weightage : 25 _

| 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. Cost Sheet break up from SAP for Statutory Audit | Text | | | - | - | As per requirement within 3 working days | As per requirement within 2 working days | As per requirement within 1 working days |
| 2. Various data for Treasury | Text | | | - | - | Within 3 working days | Within 2 working days | Within 1 working days |
| 3.FM & CO Master mapping | Text | | | - | - | Within 3 working days | Within 2 working days | Within 1 working days |
| 4. Other reports as per requirement | Text | | | - | - | As per requirement | As per requirement | As per requirement |
| 5. Reporting of Daily collection/payment * | Text | | | - | - | Need basis. | Need basis. | Need basis. |

KRA Category : Business
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 |
|---|------|---------------|-------|-----------------------------------|--------------------------|--------------------------------|--------------------------------|--------------------------------|
| 1. Preperation of Data Formats | Text | | | - | - | 20th Dec'2016 | 15th Dec'2016 | 13th Dec'2016 |
| 2.ABP Data updation | Text | | | - | - | Updation within 4 working days | Updation within 3 working days | Updation within 2 working days |
| 3.Monthly Phasing of ABP P&L and Sales | Text | | | - | - | 31st March'2017 | 31st March'2017 | 15th March'17 |

KRA Category : Business
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 |
|---|------|---------------|-------|-----------------------------------|--------------------------|--|-----------------------------|--------------------------------|
| 1. Sales Variance reports for VVF (India) Ltd. | Text | | | - | - | 4th woking day | 3rd Working day | 2nd Working day |
| 2.Overhead Variance report for VVF (India) Ltd. | Text | | | - | - | 7th woking day | 6th Working day | 5th Working day |
| 3.Product & Customer wise report for PCP | Text | | | - | - | 3.Product & Customer wise report for PCP | 8th Working day | 7th woking day |
| 4.Weekly sales report | Text | | | - | - | Weekly | Weekly | Weekly |

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 |
|---|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| 1.Completion of IDP | Text | | | - | 30th Nov 2016 | 31st Oct 2016 | 15th Oct 2016 | 30th Sept 2016 |

KRA Category : Business
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 |
|---|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| 1. Divisional P&L for PCP | Text | | | - | - | 7th woking day | 6th Working day | 5th Working day |
| 2.Inventory Ageing Report | Text | | | - | - | 7th woking day | 6th Working day | 5th Working day |
| 3.Detailed MIS Reports (CMB &CPD) | Text | | | - | - | 9th Working day | 8th Working day | 7th woking day |
| 4.Monthly Data for PE | Text | | | - | - | 10th Working day | 9th Working day | 8th Working day |
| 5.Working for Activity Rate | Text | | | - | - | 20th of working day | 19th of working day | 18th of working day |