

Employee Name : Paramesh B.D  
Manager's Name : Paramesh B.D  
Goalsheet Approval Date : 30-Nov-2016

**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
100 % Completion od IDP (Interpersonal skills)	Text			-	-	by 03/2017	by 02/2017	by 01/2017
Technical Seminars or Knowledge sharing session internal	Text			-	-	2	3	4
Initiate IPR Generation Culture	Text			-	-	by 03/2017	by 02/2017	by 01/2017

**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
1.Syndet Noodles /Flakes /Soap (3 - 6 Options to Client) Commercialize	Text			-	-	Q_1 2017	Q_4 2017	Q_3 2016
2.CMB Project Number of product ready for Launch & Launched	Text			-	-	5	6	7
3.Translucent Noodles : To achieve translucency as per Jocil Noodles (In line with ITC Specification)	Text			-	-	Match Jocil Translucency	Improve by 10 % in Lux Value	Closer to Pan Century

**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
Home care products ( 4-5 categories) based on intermediate alcohols of Oleo.Developed and ready for launch.(Benchmarking Task) product)	Text			-	-	by 03/2017	by 01/2017	by 10/2016
Cost effective oil blend option to be made ready by generating data on performance & by completing stability	Text			-	-	by 03/2017	by 02/2017	by 01/2017

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
studies								

#### 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
1. Coordinating with supply chain and implementation of Actives (Peach & Tulsi Oils) on costing saving and implementing the same in plant.	Text			-	-	by 09/2016	by 08/2016	by 07/2016
2. CIP Targets: Formulation change. Formulation improvements – Rs. 65.0-70.0 Lacs. Demonstarted & roll out.	Text			-	-	*Saving potential of 65 Lacs / year demonstrated & rolled out. *	*Saving potential of > 75 Lacs / year demonstrated & rolled out.*	*Saving potential of > 85 Lacs Per year demonstrated & rolled out.*

#### 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. Number of new products developed & ready for introduction India Focus for CPD	Text			-	-	12	15	19
2. Leading & supporting on new products developed & Submitted for Launching for International Project and sharing the documents.	Text			-	-	7	9	11
3. Cordinate & Preparing the documents and share with plant(CMB & CPD).	Text			-	-	12	15	19
4. Complete support on BS formulation which will be superior and compare to lifebuoy	Text			-	-	by 03/2017	by 02/2017	by 01/2017