

Employee Name : Anandrao Sangle  
 Manager's Name : Anandrao Sangle  
 Goalsheet Approval Date : 29-Nov-2016

**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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			31.10.2016 (as per Capex date) with 70% production capacity	"30.09.2016 with 70% production capacity"	31.08.2016 (2 months earlier) with 70% production capacity	15.08.2016 (2.5months earlier) with 100% production capacity	01.08.2016 (3months earlier) with 100% production capacity
Steam Turbine generator project execution and commissioning completed on time and cost	Text			"9 Months 20% more than Budgetted cost with 100% aligned to Plant steam demand & network"	"8 Months 10% more than Budgetted cost with 100% aligned to Plant steam demand & network"	"7 Months Budgetted cost with 100% aligned to Plant steam demand & network"	"6 Months 5% lower than Budgetted cost with 100% aligned to Plant steam demand & network"	"5 Months 10% lower than Budgetted cost with 100% aligned to Plant steam demand & network"
P&ID, PFD, layout making of new projects using inhouse resources to the maximum extent	Text			-	-	95% completion	100% completion	-
Hazop study of new projects & implementation	Text			-	-	95% completion	100% completion	-

**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
Process simulation study of splitting, distillation & fractionation with external consultant for Baddi Plant and optimize the performance	Text			-	-	"0.5% Yield Improvement 5% Reduce energy consumption"	"1.5%Yield Improvement 7% Reduce energy consumption"	"2.5% Yield Improvement 15% Reduce energy consumption"
Ensure the Committed Plant Capacity within 3 month of project execution (excluding if there is no demand/RM unavailability)	Text			-	-	90% design capacity	100% of design capacity	110% of design capacity
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infracture & equipment"	Text			-	-	1	2	3
Spare exchangers for DFA plant taloja-proposal & technical	Text			-	-	95% completion	100% completion	-

**KRA Category : Customer**  
**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
Extra production on early commissioning of Beads plant	Text			.	10.62 Lacs earning on 15 days before	42.5Lacs earning on 60days before	53.14Lacs earning on 75 days before	63.77Lacs earning on 90days before
Saving on project cost by using existing plant machinery on approved material budget cost	Text			1%	2%	5%	7%	10%
"Process & technical support for initial phase of the new product development along with R & D Team - Understand Process - Coordinate trials with external vendors Coordinate with R & D and process team at shop floor for pilot plant trials - Coordinate for trial preparations at Pilot Plant - Analysis & trouble shooting for success of pilot trials"	Text			.	.	Match with R & D targets	.	.
"Cost estimation for setting up of project on commercial scale of production - Conduct HAZOP studies and address all safety requirements - Prepare cost estimation for new project for desired capacity"	Text			.	.	Match with R & D targets	.	.
"Visiting the tolling manufacturers along with R & D team for feasibility and capability study for new products and the estimation of operating or manufacturing cost - Understand the capability of manufacturer for tolling - Estimate the operating cost - Estimate the additional cost for additions of equipment"	Text			.	.	Match with R & D targets	.	.

#### KRA Category : Business

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
Export quality noodle manufacturing at Talaja - Project proposal to be prepared with pre-engineered cost estimation	Text			.	15.08.2016	31.07.2016	15.07.2016	01.07.2016
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016
VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production	Text			.	01.07.2016	15.07.2016	05.07.2016	25.06.2016
VEGA ETS - New Product development - Project proposal to be prepared for large scale production.	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016
BITUMEN storage facility at Sewree tankfarm-Estimation, costing, business case, concept freezing	Text			.	31.07.2016	15.07.2016	21.07.2016	15.06.2016

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 Special project execution "	Text			.	.	100%	.	.
2 Self TNI fulfillment	Text			.	.	100%	.	.
3 IDP & PIP of team member fulfillment	Text			.	.	100%	.	.