

10003755 Vinoo Dias

Employee Name : Vinoo DiasManager's Name : Mahesh Kasbekar

Goalsheet Approval Date : 20-Apr-2017

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Reduction in SLOB and reduce Intermediate products generation	Text			SLOB above 90 days 3000 MT	SLOB above 90 days 2700 MT	SLOB above 90 days 2500 MT	SLOB above 90 days 2200 MT	SLOB above 90 days 2000 MT	Slob above 90 days less than 2000 MT	NA
2 Average inventory norms - 2015-16 avg days of sales 70 days (inventory report)	Text			69_70 days of sales	65_68 days of sales	62_64 days of sales	59_61 days of sales	<59 days of sales	Inventory 64 days of sales	NA

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Presentation on service levels	Text			Monthly by 10th	Monthly by 8th	Monthly by 7th	Monthly by 5th	Monthly by 4th	Report prepared every month	NA
2 Driving OTIF in Oleo Division in all associate functions	Text			Oct'16	Sept'16	Aug'16	July'16	June'16	Report prepared every month	NA
3 MRP thru SAP	Text			Mid Nov'16	End Oct'16	Mid Oct'16	End Sept'16	Mid Sept'16	Process orders creation started from Oct'16	NA

**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	Actual achievement of year end	Appraisee comment on actual achievement
1 Yield monitoring and reporting against Standard	Text			15th of 4th month quarter.	12th of 4th month quarter.	10th of 4th month quarter.	8th of 4th month quarter.	7th of 4th month quarter.	Monthly actual vs standard yield report	NA
2 Material balance and identifying losses	Text			Quarterly	In 2 months	Monthly	Fortnightly	Weekly	Monthly material balance of actual vs SAP	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Freezing the SNOP plan - for quarter 2, 3 and 4	Text			29th of every month	28th of every month	27th of every month	26th of every month	25th of every month	SNOP ready by 25th of every month	NA
2 Agreed SNOP supply commitment - 2015-16 avg supply 88% (inventory report)*	Text			88%	90%	92%	93% _ 95%	>95%	Supply commitment > 93% every month	NA
3 Plan vs actual Capacity Utilisation	Percentage			80	82	85	90	95	95	NA