

Employee Name : ROHIDAS NINAWA

Manager's Name : Govind Ghule

Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 20

KRA Description : Oleo Project 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
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 10% less than Project Budget	Actual cost is 5% less than Project Budget
Vega ESI 65 Manufacturing - On Time	Date	20		30/Oct/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017	01/Sep/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 10% less than Project Budget	Actual cost is 5% less than Project Budget
Bitumen Storage expansion at Sewree tank 6,69 & 9 Loading unloading lines on time & Cost	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 is equal to project budget	07.09.2017 with actual cost 5% less than project budget	1.10.2017 with actual cost 10% less than project budget

KRA Category : Process

KRA Weightage : 20

KRA Description : PCP Project And Project & Engineering Supports for Projects

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
Soap Noodle - Manufacturing at Taloja on Time	Text	30		7 Months from the date of Project Approval	6.5 Months from the date of Project Approval	6 Months from the date of Project Approval	6 Months from the date of Project Approval	5 Months from the date of Project Approval
Soap noodle- Manufacturing At Taloja - On Cost	Text	30		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 10% less than Project Budget	Actual cost is 5% less than Project Budget
Coat Estimation for PCP & Oleo Project	Text	20		21	18	15	12	7
Standardization for optimization in structural design costing for Big Equipment foundation, Pumps and tank form	Text	10		On March 2018	On Jan 2018	Report by 31.12.2017	Implementation on one project	Implementation on two project
Standardization for optimization in structural design costing for 200kg/Sq.m, 300Kg/sqm & 500kg/Sqm load bearing capacity	Text	10		On March 2018	On Jan 2018	Report by 31.12.2017	Implementation on one project	Implementation on two project

KRA Category : People
KRA Weightage : 15
KRA Description : IDP & Training for performance improvement

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
Ensure compliance of IDP as per attached Sheets.	Percentage	25		80	90	100	110	120
Impart training session on Specialized & core areas to VVF GET & within project team	Text	25		2Hr	4Hr	6Hr	8Hr	10Hr
Safety & Work permit Process Training for contract worker.	Text	25		1	2	3	4	5
Cycle time Reduction	Date	25		31/Mar/2018	15/Mar/2018	28/Feb/2018	15/Feb/2018	01/Feb/2018

KRA Category : Customer
KRA Weightage : 15
KRA Description : Maintain Project Quality & Safety norms

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
Standardization & Improvement of quality management	Date	20		31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Ensure Quality standard- Concrete Crushing Strength	Percentage	25		80	90	100	110	120
Defect liability of constructions	Text	20		6 Months	9 Months	12 Months	15 Months	18 Months
Maintain documentation with centralized records	Percentage	15		60	70	80	90	100
Safety compliance & Zero re-portable accidents	Text	20		NA	Na	100	NA	NA

KRA Category : Business
KRA Weightage : 30
KRA Description : Plant maintenance & shutdown activities

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
planning & execution of routine plant maintenance activities for Talaja Plant	Percentage			80	85	90	95	100
Planning & execution of plant Shutdown activities for Talaja Plant	Text			After 10 Hrs	After 5 Hrs	Match with production planning	before 8 hrs	before 10 hrs.
Overall cost saving in ABP 2017-18 For R & M- Civil Talaja location.	Text			More 10% ABP	More 5% than ABP	with approved ABP	5% Saving on current ABP	10% saving on ABP
Premansoon and Temporary Shed work for Talaja Plant	Text			After 10 Days	after 5 Days	On Time	Before 5 days	Before 10 days
Technical internal audit for civil and structural building, equipment foundation for Talaja Location	Text			0 Reports	1 Reports	Report by 31.12.2017	Three Report	Four Reports

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

Employee Name	Manager's name	Employee ID	Year
ROHIDAS NINAWA	Govind Ghule	10002087	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	To Improve Confidence/ Rise self capacity

*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			

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	Coaching through leader in own function for functional inputs					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	
Review date	
Target end date	
Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	

Project Status Comments	
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