

Employee Name : Mohit Gogia
Manager's Name : Amarjit Mishra
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 20
KRA Description : Completion of IDP

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
Completion of IDP - DoE	Units	70	70	< 48.3	49 to 66.5	67.2 to 73.5	74.2 to 90.3	97.3
Timely status updates	Units	30	30	< 20.7	21 to 28.5	28.8 to 31.5	31.8 to 38.7	41.7

KRA Category : Customer
KRA Weightage : 20
KRA Description : Anchor- TPM

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
Finding new 3P manufacturing facilities	Units	50	50	< 34.5	35 to 47.5	48 to 52.5	53 to 64.5	69.5
Tracking and keeping the records of all transactions done with 3P manufacturers.	Units	50	50	< 34.5	35 to 47.5	48 to 52.5	53 to 64.5	69.5

KRA Category : Business
KRA Weightage : 40
KRA Description : Delivery

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
New Product development & Product ranges as per the agreed schedule (CPD)- Total Projects 27	Units		30	< 20.7	21 to 28.5	28.8 to 31.5	31.8 to 38.7	41.7
New Product development & Product ranges as per the agreed schedule (CMB)-Total Projects	Units		10	< 6.9	7 to 9.5	9.6 to 10.5	10.6 to 12.9	13.9

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
17								

KRA Category : Process

KRA Weightage : 20

KRA Description : NPD process

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
Streamlining NPD process	Units	50	80	< 55.2	56 to 76	76.8 to 84	84.8 to 103.2	111.2
Innovative designs	Units	50	20	< 13.8	14 to 19	19.2 to 21	21.2 to 25.8	27.8

vvf57e264fd8d3ef

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

Employee Name	Manager's name	Employee ID	Year
Mohit Gogia	Amarjit Mishra	10002643	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	I have met and interacted with Super Managers and would really love to be one :)
6	Six Thinking Hats		1	Got to know about the content which would be quite interesting to implement.

7	Art of Charm	Anant Pednekar	1	
---	--------------	----------------	---	--

*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	Insights of Marketing- By Mr. Amarjit Mishra	10	12/Jun/2017		
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Design of Experiments
Review date	30/Jun/2017
Target end date	12/Jun/2017
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	