

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
Training to improve the level of the person upto proficiency	Text			<24	36	48 hrs	60	72
Loss work day case	Text			0.17	0.15	0.13	0.1	0.09
Serious Injury / Illness case	Text			0.1	0.09	0.079	0.06	0.05

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
New projects execution ( RB- Glass bottle to PET bottle )	Text			8	6	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week
Revamping project (Dettol GMP)	Text			Not Available	Not Available	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week
Facility upgradation for J&J section to qualify MRA	Text			Not Available	Not Available	OTIFQ 100%	OTIFQ 100% before 1 week	OTIFQ 100% before 2 week
Formation of quality circle / small group activity	Text			8	6	12	14	16

KRA Category : Customer  
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
Production OTIF (Existing products)	Text			95	96	98	99	100
Production OTIF (New product development)	Text			92	94	96	98	100

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
Quality Level(At IPQA stage)	Text			<4.5	4.5_5.0	5	5.1	5.2
Reduction in Consumer complaints,comapire to last yaer	Percentage			30	40	50	55	60

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
Per 1000 bottle MPC improve by 5% compaire to budgetd target, JNJ - 0.76, DAL - 0.71 , DHS - 2.06, CPD - 4.22 (bassed on current SKU's)	Text			3	4	5	6	7
Monitoring and control of wastages in raw and packing material and plan for reduction by 5% compared to last year achieved figures. (J&J / RB / CPD)	Text			3	4	5	6	7
Internal/External audits	Text			Red	Yellow	Green	Green	Green
Yield target (product wise, DAL - 99, DHS - 98.5,BSHW - 98, DCFW - 96.5, CCFFW - 97.5,JBO - 98.40)	Text			Target_ 0.2%	Target_ 0.1%	Target_ 0.1%	Target + 0.2%	Target + 0.3%