

10003897 Vishwajeet Shrivastawa

Employee Name : Vishwajeet ShrivastawaManager's Name : Aniruddha Bansod

Goalsheet Approval Date : 19-Apr-2017

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Execution of approved MOCs / Cost reduction projects	Text			NA	NA	Time line as agreed in MOC	NA	NA	NA	NA
2 Cost Saving [To reduce department OT (includes Department & contract labour.Excluding catalyst / lurgi shut-down jobs), Reduction in fabrication cost, Cost reduction in mechanical seal spares by developing spares etc.].	Text			NA	NA	Saving of Rs 12 lacks over last year	NA	NA	NA	NA
3 Cost Saving in Mechanical Seal Lapping over last Year	Text			NA	NA	4 Lacks	NA	NA	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Lifting tools, tackles & lifting machines to be tested and certified as per statutory requirements.	Text			NA	NA	Jan'17	NA	NA	NA	NA
2 Maintain zero manpower loss time due to accidents	Text			NA	NA	100% compliance	NA	NA	NA	NA
3) Accidents Usage of PPE's Risk Assessment in specific manual activity (Other than routine) - As & when specific job is taken up.	Text			NA	NA	100% PPE Usage 100% Risk Assessment	NA	NA	NA	NA
4 Documentation for ISO 9001:2015 to be made ready	Text			NA	NA	As per Time Line	NA	NA	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Improve the life span of Mechanical Seal for Loop Reactor Pumps P-705 A/B	Text			NA	NA	3 Month	NA	NA	NA	NA
2 Arrangement for replacement of 01E16B exchanger in Fatty Alcohol plant.	Text			NA	NA	12/16	NA	NA	NA	NA
3 Arrangement for Residual Life analysis of syngas header of Caloric Plant Reformer	Text			NA	NA	Jan'17	NA	NA	NA	NA
4 Health Check up of major equipments & Pipelines to avoid premature failure	Text			NA	NA	03/17	NA	NA	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Ensure the completion of the IDPs of myself & my Dept.	Text			NA	NA	90% Completion	NA	NA	NA	NA
2 Ensure the participation of dept. employees for training arranged by HR.	Text			NA	NA	90% Participation	NA	NA	NA	NA
3 To improve the reliability of Taloja plant	Text			NA	NA	As per Project Timeline (IDP)	NA	NA	NA	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 Daily Job planning & manpower management to be done.	Text			NA	NA	90% notifications to be completed in SAP	NA	NA	NA	NA
2. Ensure the equipment availability for production as per SNOP	Text			NA	NA	< 96% for all sections	NA	NA	NA	NA
3 All the shutdowns to be completed as per plan.	Text			NA	NA	Shutdown jobs completed as per planning	NA	NA	NA	NA
4 Adherence to	Text			<90% for all	NA	95% for all	NA	NA	NA	NA

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
PM/CM schedule to avoid the equipment failure				functions		functions				
5 Spares & service availability to be ensured for reduction in downtime and budget monitoring	Text			NA	NA	90% Availability within budget	NA	NA	NA	NA