10002269 Pramath Sanghavi
Employee Name : Pramath SanghaviManager's Name : Pratyaya Chakrabarti
Goalsheet Approval Date : 13-Apr-2017

KRA Category : Customer
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
Process & technical support for initial phase of the new product development along with R & D Team - Understand Process - Coordinate trials with external vendors	Text			.	.	Match with R & D targets	.	.	Closely coordinated with R & D Team for following new product development activities. 1. VEGA ETS: Pilot scale production established and the production cost is shared with marketing team for evaluating the business case that will lead to manufacturing of PETS through third party. 2. VEGA ESI 65:Prior to Pilot trials conducted, the external vendor visit made jointly with R & D team member and the analysis was discussed and details provided for tolling cost estimation. 3. Azelic Acid and Pelargonic Acid: discussed on all technical aspects related to project & engineering of a pilot plant along with the consultant. All above are performed matching to to the time line, quality and quantity of the requirements from R & D head.	NA
Coordinate with R & D and process team at shop floor for pilot plant trials - Coordinate for trial preparations at Pilot Plant - Analysis & trouble shooting for success of pilot trials	Text			.	.	Match with R & D targets	.	.	Closely coordinated with R & D Team for following new product development activities. 1. VEGA ETS: Pilot scale production established and production at pilot plant is continued on a demand basis. 2. VEGA ESI 65: Pilot trials conducted with various options of chilling / flaking and the product quality is established. 3. Azelic Acid and Pelargonic Acid: discussed on all technical aspects related to project & engineering of a pilot plant along with the consultant. All above are performed matching to to the time line, quality and quantity of the requirements from R & D head.	NA
Cost estimation for setting up of project on commercial scale of production ~ Conduct HAZOP studies and address all safety requirements ~ Prepare cost estimation for new	Text			.	.	Match with R & D targets	.	.	VEGA ETS: Cost estimation prepared for large scale production with various options of location within Taloja Plant & Baddi plant. HAZOP conducted for pilot scale production VEGA	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
project for desired capacity									ESI 65: Cost estimation prepared for large scale production with various options of location within Taloja Plant. Also estimation made for noodle production using VEGA ESI 65 flakes. Azelic Acid and Palargonic Acid: Cost estimation prepared for Pilot plant as well as the large scale plant for evaluating business case. All three cases, are awaiting for the business case and hence, the project Capex remain unapproved.	
Visiting the tolling manufacturers along with R & D team for feasibility and capability study for new products and the estimation of operating or manufacturing cost ~ Understand the capability of manufacturer for tolling ~ Estimate the operating cost ~ Estimate the additional cost for additions of equipment	Text			.	.	Match with R & D targets	.	.	Anand was deputed along with R & D team member for toll manufacturer's visits for products like VEGA ETS, VEGA ESI 65. Desired analysis and data provided for arriving at the business case. Also provided the additional costs for the equipment to be added for the manufacturing of target products. Aligned well with expectations of R & D Head	NA
Conduct study on Reliability Improvement for Taloja Plant with maintenance & project team & create / implement	Text			.	Implement 3 ideas / projects	Implement 3 ideas / projects	Implement 5 ideas / projects	Implement 10 ideas / projects	CPP Cooling Tower: Detailed technical study undertaken to understand the performance limitations of the cooling tower and the associated heat recovery and refrigeration system. This leads to decision of replacement of internal PVC fills. This improved performance of VAM and the VAM utilization for GDP became feasible. Heat Exchangers: Universal heat exchangers	NA

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
Export quality noodle manufacturing at Taloja - Project proposal to be prepared with pre-engineeried cost estimation	Text			.	15.08.2016	31.07.2016	15.07.2016	01.07.2016	As a part of Step up program, Anand did a detailed study on economics of the noodle manufacturing routes. The outcome was to convert the existing Baddi noodle manufacturing to	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
									energy efficient manufacturing facility with a process change that will improve the quality too. The taloja option was then not taken up. Hence not done. However, the earlier cost estimation was shared for reference.	
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016	The cost estimation was made available on or before time with various options	NA
VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production.	Text			.	01.07.2016	15.07.2016	05.07.2016	25.06.2016	The cost estimation was made available on or before time with various options	NA
VEGA ETS - New Product development - Project proposal to be prepared for large scale production.	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016	The cost estimation was made available on or before time with various options	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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			"30.09.2016 Budggeted cost with 70% production capacity"	"15.09.2016 10% more than Budggeted cost with 70% production capacity"	"31.08.2016 Budggeted cost with 70% production capacity"	"15.08.2016 5% lower than Budggeted cost with 100% production capacity"	"01.08.2016 15% lower than Budggeted cost with 100% production capacity"	1. Commissioned on 24.09.2016 with full capacity of production The project was finally closed with 90% of project budget consumed. 10% saved towards the closure Vendor was extended support of VVF contractor to complete the job on time Equipment on receiving at site is directly installed in position for quick installation There was a loss of time prior to commissioning due to penalty discusiions between vendor and purchase team. Currently plant os operating at 200 TPM as against capacity of 700 TPM.	NA
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text				"28.03.2017 Budggeted cost with statutory compliance"	"28.02.2017 Budggeted cost with statutory compliance"	"28.01.2017 5% lower than Budggeted cost with statutory compliance"	"28.12.2016 Budggeted cost with statutory compliance"	There are delaying factors on this projects as follows 1. Agreement of fire inspector on the proposed scheme took long time and fire inspector did not signed on the drawing to firm up the scheme	NA
Bitumen Storage Project Phase 1 & Tank 69. Execute and commissioning	Text				15.02.2017	15.01.2017	31.12.2016	15.12.2016	Against target date of commissioning of 31.12.2016, the system was	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
to be completed on time and cost									commissioned on 21.03.2017. Total project cost is 1.2 Cr. This includes the tank 7 along with loading, circulation and unloading system and tank 69 nozzles installation and coil testing. The reasons for delayed commissioning are 1. The fund release was based on the contractual commitment which got delayed by the client. IBR piping test certificate issue raised by boiler inspector which delayed IBR materials supply by 4 wks and IBR service execution delayed by 6 wks. However, the commissioning was successful in one go despite of zero knowledge at begining. Attached appreciation mail for reference.	
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infracture & equipment"	Text					1	2	3	When coal heaters were commissioned, increase in hydrogen sale was recommended. In addition to that few more products suggested for NG utilization to its contract value.These are Methanol, CS2 and Hydrogen Paroxide. All these are standard products with defined market locally as well as globally. The payback period is in the range of 5 to 7 years. Investment is in the range of 15 to 25 Cr. methanol manufacturing proposal was forwarded for 2017 18 capex. This was unapproved considering the reduction in contract demand of natural gas. Appreciable efforts were made by team for the project details without any additional consulting or feasibility cost.	NA
Ensure the desired quality norms so that zero failure of rotary equipment within one year of project execution	Text			90% equipment	92.5% equipment	95% equipment	97.5% equipment	100% equipment	There is zero failure of rotary equipment for last year as well as current year projects	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
Ensure compliance of IDP for the project team	Text			.	.	100%	.	.	All planned training is undertaken by the project team. Some of the mandetory trainings are skipped due to critical engagement on project when there was a schedule for training.	NA
Impart training session on Specialized & core areas	Text			.	4 hrs	8 hrs	16 hrs	24 hrs	Conducted operations training and instruments operation training for Bitumen storage project. Conducted fatty acid beads plant operation training prior to commissioning arranged knowledge sharing sessions on Gear pump operation & maintenance, Centrifugal pump maintenance, cooling tower maintenance & victaulic grooved piping with specific to fire fighting piping network & industrial use.	NA
Training on Reilability Improvement at Taloja	Text			.	.	16 hrs	24 hrs	32 hrs	Shared the concept of universal heat exchanger that will save on emergency heat exchangers failures in terms of product quality, time and energy. heat exchanger grouping shared across Taloja & Baddi for ready use of the universal heat exchangers Cooling tower reliability session provided insight to the health assessment of existing cooling towers. Upcomming shutdown has first time planning of revamping of cooling towers and its structure Reliability on pump operation & maintenance session brought awareness on operations front and condition monitoring analysis.	NA

KRA Category : Customer
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
Ensure zero reportable accident during project execution	Text			.	> 0	Zero reportable accident	.	.	There was zero reportable accident on the projects during the project execution in FY 2016 17	NA
Process simulation	Text			.	.	0.5% Yield	1.5%Yield	2.5% Yield	Dr Rustom	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
study of splitting, distillation & fractionation with external consultant for Baddi Plant and optimize the performance						Improvement 5% Reduce energy consumption	Improvement 7% Reduce energy consumption	Improvement 15% Reduce energy consumption	Thanawalla was engaged for simulation study at Baddi. Anand made one visit along with him. Data presented with some clues on process improvements. The implementation is still pending due to leaking heat exchangers at site. Replacement of these heat exchangers need to be planned.	
Conduct energy audit at Taloja with external consultant to reduce energy consumption	Text			.	< 5% reduction	5% reduction	10% reduction	15% reduction	The proposal of energy audit was turned down by Mr. Kakade and subsequent to that by MD Any energy conservation proposal leads to reduction in NG consumption which is treated as Notional savings. Hence such proposals like steamturbine proposal for FY 2017 18 was also turned down for investment. Thus energy audit is rejacted	NA
Conduct study on Reliability Improvement for Taloja Plant with maintenance & project team & create / implement	Text			.	Create 8 Ideas / projects	Create 10 Ideas / projects	Create 15 Ideas / projects	Create 15 Ideas / projects	Ideas generated are 1. Installation of vibration monitoring device on Pumps & blowers 2. Installation of current based performance monitoring and dignostic device for pumps & fans 3. Installation of VFD and a control valve combination operations for pumps and fans 4. Cooling tower performance reliability for CPP cooling tower 5. Fatty Alcohol cooling tower reliability by structure improvement 6. Use universal heat exchanger to take care of heat exchanger failures in Fatty acid process areas 7. Operation reliability of DCS at baddi DFA plant 8. Installation of filter and moisture remover for lubricants in centrifugal pump 9. Improve boiler operating performance & efficiency at Sewari 10. Obtained the chartered engineer's certificate on inhouse test report to ensure operational reliability as per the Boiler Inspector's guide lines	NA

Employee Name	Pramath Sanghavi	**Manager's name**	Pratyaya Chakrabarti
Employee Code	10002269	**Year**	2016-2017

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	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2	Inspire the team to diversify for different type of work when less project work is there	Yes	Completed
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	Ok	Yes	session at Sewari
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	No	Could not take up as the same was not conducted t HO
8	Training on ISO 9001 & 22000	ASHOKRAO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKRAO PATIL	0.5	To understand for implementing similar kind of project	No	Could not take up as the same was not conducted t HO

	**					
10	Influencing skills	Internal TBD	2	Improve on this skill for better team work	No	Since engaged in Bitumen commissioning, could not attend this training
11	Strengths based team building	Charles Carvalho	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	Program Completed	Reviews
1				undefined	undefined
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	Pratyaya Chakrabarti	1 per month	07/Mar/2017	Yes	Learnt on conflicts resolution and leadership development
2	**Coaching** through leader in own function for **functional** inputs	Vilas Kakade	1 per Month	07/Mar/2017	Yes	Supported for the plant process and engineering requirements

Part C: Development through action learning projects

Project Title	Plant reliability at Taloja. Mentor : Self
Review date	End November'16 and end Februray'17
Target end date	31/Mar/2017

Project scope	To study the current status of maintenance and pain areas
Project exclusions	Downtime not effecting production
Project deliverables (Target at rating 3: good solid performance)	1.Identify ideas for improving reliability 2.Implementation few of the ideas generated in Sl no 1
What is the employee expected to learn from this project	1.Equipment availability improvement and downtime reduction. 2.Failure analysis 3.Corrective and preventive action to address the failure including SOP
Reviewer(s) name	Mr. Vilas Kakade and Pratyaya Chakrabarti
Project Status	Completed
Project Status Comments	Project is completed with a report published. Report is attached.