

Employee Name : NEERAJ SHARMA
 Manager's Name : Vijay Dhiman
 Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 20
KRA Description : World Class Service

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, Weekly basis	Percentage			91	93	95	96	97
QL for soap	Text			3.6	3.8	4	4.1	4.2
Reduction in factory born out complaints, compared to 14 in year 2016-17	Percentage			40	45	50	55	60
All Audits	Text			N/A	N/A	Green	Green	Green

KRA Category : Business
KRA Weightage : 40
KRA Description : Achieving EBITDA target of 42 Cr

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
To improve plant utilisation, Potential Vs Actual, Over last year figure of 48%	Percentage			15	20	25	30	35
SNOP Plan Compliance	Percentage			85	90	95	96	97
Improving utilities consumption per MT, Over last year[Power 58Units/MT and steam 401Kg/MT of noodles]	Percentage			2	3	5	6	7
To reduce operating band of talc powder over consumption by 50% from existing range	Text			March 2018	Dec 2017	Sept 2017	Aug 2017	Aug 2017

KRA Category : People
KRA Weightage : 20
KRA Description : Development of self and subordinates

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
To start leading DFA operations	Text			N/A	N/A	Mar 2018	Dec 2017	Aug 2017
To improve analytical skills of Umesh and Bhushan	Text			March 2018	Jan 2017	Dec 2017	Sept 2017	Aug 2017

KRA Category : Process
KRA Weightage : 20
KRA Description : Flawless Execution

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
NPD OTIFQ	Percentage			90	95	98	99	100
FAC reduction, compared to 18 in year 2016-17	Percentage			30	40	50	60	70
Reduction in Fire Incidents, compared to 9 in 2016-17	Percentage			40	45	50	51	52
Work permit compliance	Percentage			90	95	98	99	100
SBO,HI(3 per month) Compliance	Percentage			90	95	98	99	100

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

Employee Name	Manager's name	Employee ID	Year
NEERAJ SHARMA	Vijay Dhiman	10001468	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		1	This is mandatory

	Harassment *			
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	

*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	Coaching	2	External Faculty
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	Reducing wastage operating band in talc powder filling line by 50%
Review date	
Target end date	

Project scope	Talc Plant all packing lines
Project exclusions	Not Applicable
Project deliverables (Target at rating 3: good solid performance)	wastage reduction to half of the existing figures PMT
What is the employee expected to learn from this project	Analytical skills, process optimisation
Reviewer(s) name	Ramadhi Sen
Project Status	
Project Status Comments	