

Employee Name : Ajay Singh
 Manager's Name : Manoj Bramhbhatt
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 15

KRA Description : PROCESS DEVELOPMENT

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
SECONDARY GPS IMPLEMENTATION	Date	50		31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
JABALPUR DEPOT TO INCREASE NET SALES FROM 761 TO 852 LACS	Value	30	852	< 587.88	596.4 to 809.4	817.92 to 894.6	903.12 to 1099.08	1184.28
IDP PROJECT TO FOCUS ON JO 100 GMS IN MP +CG FROM 538.67 TO 724 LACS	Value	20	724	< 499.56	506.8 to 687.8	695.04 to 760.2	767.44 to 933.96	1006.36

KRA Category : People

KRA Weightage : 15

KRA Description : IMPROVING PRODUCTIVITY

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
INCREASE TLSPD FROM 50 TO 52 LINES	Units	50	52	< 35.88	36.4 to 49.4	49.92 to 54.6	55.12 to 67.08	72.28
INCREASE PRODUCTIVITY FROM 45% TO 47%	Percentage	50		32	33	45	50	61

KRA Category : Business

KRA Weightage : 40

KRA Description : ACHIEVEMENT OF BUSINESS OBJECTIVE

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
TOTAL SALES 3973 LAKHS	Value	40	3973	< 2741.37	2781.1 to 3774.35	3814.08 to 4171.65	4211.38 to 5125.17	5522.47

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
DOY CARE 112.88	Value	20	112.88	< 77.89	79.02 to 107.24	108.36 to 118.52	119.65 to 145.62	156.9
DOY TRANSPARENT 69.06 & DOY KIDS 1.04 TOTAL 70.10 LAKHS	Value	10	70.10	< 48.37	49.07 to 66.6	67.3 to 73.61	74.31 to 90.43	97.44
BACTER SHIELD SOAP 167.52 LAKHS	Value	20	167.52	< 115.59	117.26 to 159.14	160.82 to 175.9	177.57 to 216.1	232.85
DOY FACE WASH 6.54 LAKHS	Value	10	6.54	< 4.51	4.58 to 6.21	6.28 to 6.87	6.93 to 8.44	9.09

KRA Category : Customer
KRA Weightage : 15
KRA Description : MTO

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
JO SOAP 28.51 LACS	Value	50	28.51	< 19.67	19.96 to 27.08	27.37 to 29.94	30.22 to 36.78	39.63
DOY CARE 4.60 & DOY FACE WASH 0.44 TOTAL RS 5.04 LACS	Value	15	5.04	< 3.48	3.53 to 4.79	4.84 to 5.29	5.34 to 6.5	7.01
BACTER SHIELD SOAP & HAND WASH RS 1.41 LACS	Value	15	1.41	< 0.97	0.99 to 1.34	1.35 to 1.48	1.49 to 1.82	1.96
DOY TRANSPARENT 5.02 & DOY KIDS 0.18 TOTAL RS 5.20 LACS	Value	10	5.20	< 3.59	3.64 to 4.94	4.99 to 5.46	5.51 to 6.71	7.23
FILL RATE 71%	Percentage	10		49	50	68	75	92

KRA Category : Process
KRA Weightage : 15
KRA Description : IMPROVE PROFITABILITY

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
ELITE SKU 1724.93	Value	60	1725	< 1190.25	1207.5 to 1638.75	1656 to 1811.25	1828.5 to 2225.25	2397.75
NEW PRODUCT LAUNCH MYSTIA SOAP & TALC RS 60 LACS	Value	40	60	< 41.4	42 to 57	57.6 to 63	63.6 to 77.4	83.4

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

Employee Name	Manager's name	Employee ID	Year
Ajay Singh	Manoj Bramhbhatt	10000637	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	
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			
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	
Review date	
Target end date	
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	