Employee Name : Trupti ChandaranaManager's Name : Trupti Chandarana
Goalsheet Approval Date : 16-Dec-2016

KRA Category : Customer
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
1) On boarding	Text			Average 1 rating in feedback form	Average 2 rating in feedback form	Average 3 rating in feedback form	Average 3.5 rating in feedback form	Average 3.5 rating in feedback form
2) Campus hiring _ Meet the ST/ MT numbers as per schedule from targetted institutes Employer Branding on campus _ Guest lectures _ Buzz on campus"	Text			31_Nov_16	15_11_2016	01_11_2016	15_10_2016	01_10_2016
3)Review and Update existing policies	Text			31_03_2017	15_03_2017	01_03_2017	15_02_2017	01_02_2017

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
1) Self development through IDP	Text			31_03_2017	15_03_2017	01_03_2017	15_02_2017	01_02_2017
2) Pratibimb	Text			Only 1 meeting of 3 Qtrs.	1 meeting every Qtr. Feedback shared with stakeholders and acted upon in 60 days	1 meeting every Qtr. Feedback shared with stakeholders and acted upon in 30 days	1 meeting every Qtr. Feedback shared with stakeholders and acted upon in 15 days	1 meeting every Qtr. Feedback shared with stakeholders and acted upon in 7 days

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
1) Review existing process of wrt Confirmation, Transfer , Deputation & suggest changes	Text			1 Mar 17	15 Feb 17	1 Feb 17	15 Jan 17	1 Jan 17
2) Updation of HR MIS	Text			More than 30 Days updation which is free of Errors	Monthly updation which is free of Errors	Fortnightly updation which is free of Errors	Weekly updation which is free of Errors	Daily updationwhich is free of Errors
3) Finalising on Internal ERP System for Recruitment	Text			28 Feb 17	15 Feb 17	1 Feb 17	15 Jan 17	1 Jan 17

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
4) Employee Referral System (Shine.com)	Text			31 Dec 17	15 Dec 16	1 Dec 16	15 Nov 16	1 Nov 16

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
1) Recruitment – Cost	Text			Less < 10 lacs	Rs. 10 lacs	Rs. 20 lacs	Rs.30 lacs	Rs. 40 lacs and above
2) Talent Acquisition for Critical positions of Leadership	Text			150 days (PRF to Joining)	140 days (PRF to Joining)	120 days (PRF to Joining) 5 % new hires to Exceed Expectation in first year PMS	90 days (PRF to Joining) 10 % new hires to Exceed Expectation in first year PMS	90 days (PRF to Joining) 15 % new hires to Exceed Expectation in first year PMS
3) Talent Acquisition for MMC	Text			140 days (PRF to Joining)	130 days (PRF to Joining)	110 days (PRF to Joining) 5 % new hires to Exceed Expectation in first year PMS	80 days (PRF to Joining) 15 % new hires to Exceed Expectation in first year PMS	80 days (PRF to Joining) 15 % new hires to Exceed Expectation in first year PMS
4) Talent Acquisition for JMC	Text			100 days (PRF to Joining)	90 days (PRF to Joining)	60 days (PRF to Joining)	30 days (PRF to Joining)	30 days (PRF to Joining)