

10000210 RAJU MISAL

Employee Name : RAJU MISAL Manager's Name : Aniruddha Bansod

Goalsheet Approval Date : 15-Apr-2017

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 the availability of consumable spares(Pipes,Pipe fittings,bearings,V belts etc) in Engg. Stores to cater any abnormality.	Text			.	.	100% availability	.	.		
Execution of fabrication of chilled water line for Glycerine & Flaker plant.	Text			.	.	Oct-16	.	.		
Execution of revamping of Alcohol Cooling Tower & modification of CPP cooling Tower basin.	Text			.	.	31-Dec	.	.		
Rmoval of old damaged pump(01 No)of DAF in ETP & new pumps(2nos from Sion) to be installed	Text			.	.	30-Jun	.	.		

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
Maintain manpower loss time due to accident.	Text			.	.	Zero Loss time	.	.		
Accident prevention A) Emphasis for utilisation of proper PPEs prescribed by safety dept.	Text			.	.	* 100% PPE Usage	.	.		
Elimination of all leakages, spillages of thermic fluid/steam/process fluid as per identified list in Fatty Alcohol & Fatty Acid area.	Text			.	.	Leakages to be attended as per plant availability	.	.		

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
Execution of approved MOC/cost reduction project in field	Text			.	.	Time line as agreed in MOC	.	.		
Cost saving in helping the technicians for mechanical seal lapping over last year	Text			.	.	4 Lacks	.	.		
Pump bearing life to be enhanced by regular checking the lubrication oil / grease	Text			.	.	Mar-17	.	.		

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
Proper Fabrication job planning to be done.	Text			.	.	90% notifications to be completed in SAP	.	.		
Attending all the leakages of plant equipments & tankfarm to ensure the availability for production as per SNOP..	Text			.	.	100% to be attended for all the sections	.	.		
Ensure for completion of fabrication jobs of all the shut downs as per planning.	Text			.	.	As per planning	.	.		

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 Completion of Self IDP.	Text			.	.	100% Completion	.	.		
On Job Training to be provided to existing AC and OC Employees.	Text			.	.	90% people from department should be covered till March 2017.	.	.		
Conduct Training Session for fabrication teams	Text			.	.	1 Session	.	.		