

10000687 Gajendra Palo

Employee Name : Gajendra PaloManager's Name : Ramesh Doraiswami

Goalsheet Approval Date : 22-Mar-2017

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	Actual achievement of year end	Appraisee comment on actual achievement
EOU to DTA permission	Text			NA	NA	31st July'16	15th July'16	30th June'16		
Structuring of the financial instrument to optimise the finance cost	Text			NA	NA	31st March'17	28th Feb'17	31st Jan'17		

KRA Category : Business

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	Actual achievement of year end	Appraisee comment on actual achievement
CAP Implementation / disbursement	Text			NA	NA	16th Aug'16	31st July'16	NA		
Additional Funding for the VVF Group	Text			NA	NA	Rs.30 Crs	Rs.30.01 Crs_36.85 Crs	> Rs. 36.86 crs		
Saving in Finance Cost over the Target of ABP Rs.132.64 Crs	Text			NA	NA	Rs. 3 Crs	Rs.3.01 Crs_3.68 Crs.	> Rs.3.69 Crs		
Refund of claims	Text			NA	NA	Rs. 8 Crs	Rs. 8.01 Crs_Rs. 9.83 Crs	> Rs.9.83 Crs		

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	Actual achievement of year end	Appraisee comment on actual achievement
Optimised model needs to be Implement	Text			NA	NA	NA	NA	NA		
- Impact Analysis	Text			NA	NA	Preparedness by Jan_17	Preparedness by Dec_16	Preparedness by Nov_16		

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
- Improve the business process to minimise the -ve impact	Text			NA	NA	Readiness of 70% sourcing by 1_Apr	Readiness of 80% sourcing by 1_Apr	Readiness of 90% sourcing by 1_Apr		
- Implement	Text			NA	NA	31st March'17	15th March'17	15th Feb'17		
System Readiness - ready to Invoice /receive	Text			NA	NA	31st March'17	15th March'17	15th Feb'17		

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	Actual achievement of year end	Appraisee comment on actual achievement
100% Compliances - Statutory/Internal/Tax/ Risk Management	Text			NA	NA	Not to have fresh Non_compliances	NA	NA		
IFCR Review	Text			NA	NA	Quarterly review	Quarterly review+ 90% compliance	Quarterly review+100% compliance		
3rd Party Audit for SAP License compliance	Text			NA	NA	30/11/2016	31/10/2016	30/9/2016		

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	Actual achievement of year end	Appraisee comment on actual achievement
Mentoring the Projects - IDP effectiveness	Text			NA	NA	Completion of the projects as per the agreed time lines	Completion of the projects as per the agreed time lines + 90% accuracy	Completion of the projects as per the agreed time lines + 100% accuracy		
Succession Planning L 1 / Optimise the Finance Organisation	Text			NA	NA	NA	NA	NA		

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