

Employee Name : Jayesh Menon
Manager's Name : Jayesh Menon
Goalsheet Of Year: 2016-2017

KRA Category : Customer

KRA Weightage : 15

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
1. Timely submission of Annual Product Review (APR) to Customer	Date	20		01/Dec/2016	09/Dec/2016	18/Dec/2016	21/Dec/2016	31/Dec/2016
2. Annual Product Timely submission Review (APR) to Customer	Weight	30	45	< 31.05	31.5 to 42.75	43.2 to 47.25	47.7 to 58.05	62.55
3. Review (APR) to Customer	Days	30		47	50	55	60	90
4.Updating Cpk Report of Blg. 2	Units	20	29	< 20.01	20.3 to 27.55	27.84 to 30.45	30.74 to 37.41	40.31

KRA Category : Process

KRA Weightage : 15

KRA Description : Drive key Initiative for Engineering Purchase

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
Drive key Initiative for Engineering Purchase	Ratio			12:5	14:7	56:10	89:20	48:10

KRA Category : Business

KRA Weightage : 40

KRA Description : Sales for Udaipur sector

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. Product Costing /NRV /Process Order Analysis	Text			10th working day	8th working day	7th working day	5th working day	4th working day
2.sales for mumbai	Units		47	< 32.43	32.9 to 44.65	45.12 to 49.35	49.82 to 60.63	65.33

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
3.Review of Budget upload in SAP	Percentage			100	90	80	70	60

KRA Category : Customer

KRA Weightage : 15

KRA Description : Customer Assistance

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
new	Weight		28	< 19.32	19.6 to 26.6	26.88 to 29.4	29.68 to 36.12	38.92

KRA Category : Customer

KRA Weightage : 15

KRA Description : IDP

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.Discussion & Follow up with Business Finance for ABP P&L	Date			01/Dec/2016	08/Dec/2016	13/Dec/2016	23/Dec/2016	30/Dec/2016
1.Completion of IDP- Slow Moving	Value		87	< 60.03	60.9 to 82.65	83.52 to 91.35	92.22 to 112.23	120.93

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

Employee Name	Manager's name	Employee ID	Year
Jayesh Menon	Jayesh Menon	123456	2016-2017

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

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No	Name of program	Faculty	Days	Please explain why the training is needed
1	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	This is mandatory
2	Good Manufacturing Practices (GMP +) and cGMP **	ASHOKRAO PATIL	0.5	This is mandatory
3	Environment Health and Safety *	EHS Team	1	This is mandatory
4	Interpersonal skills	Amit Sanas	2	This is mandatory
5	Advanced Communication skills(only AGM & above)	Charles Carvalho	2	eeeeeeeeeeeeeeeeeeee eeeeee
6	Effective time management and execution	Amit Sanas	2	ffffffffffffffffffffffffffff
7	Inspirational Leadership (only AGM & above)	Charles Carvalho	2	gggggggggggggggggggg ggg
8	Advanced Excel (only AGM & above)		2	
9	Training on ISO 9001 & 22000	ASHOKRAO PATIL	0.5	
10	Influencing skills	Internal TBD	2	
11	Strengths based team building	Charles Carvalho	1	
12	Getting Things Done	Charles Carvalho	1	
13	Influencing skills	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	hgf	3	vivek.pawaskar@vvfltd.com?V ivek Pawaskar
2	hgfhgfhg	3	demo.appraisal@gmail.com?J ayesh Menon

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

