

Employee Name : Rayomand MirzanManager's Name : Rayomand Mirzan  
Goalsheet Approval Date : 22-Nov-2016

**KRA Category : Process**

**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
Gas contract - Develop strategies to derisk / manage risk, develop BPCL / GAIL relationship and Coal Procurements	Text			NA	NA	Plan for Spot sale + Alt coal initiatives + Baddi petcoke assessment	Plan for Spot sale + any alternative remedy for take or pay + Successful coal CIP	Plan for Spot sale + any alternative remedy for take or pay + Successful coal CIP + Other initiatives

**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
Enhancing skill level of team members - develop a framework to support buyers to analyse trends, feedstock / industry analysis, articulating purchase strategy, monthly presentation in a structured manner, sharing info with team members, Excel training etc...	Text			NA	NA	Training + data (trends / feedstocks)	Training + data (trends / feedstocks) + show instances of atleast 3 improvements	Training + data (trends / feedstocks) + show instances of 5 improvements
Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text			<.0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days

**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
CIP PCP	Text			< 20 L	>=20 L < 45 L	>=45 L < 75 L	>= 75 L < 95 L	>= 95 L
CIP Oleo	Text			< 85 L	>=85 L < 119 L	>=119 L < 138 L	>= 138 L < 165 L	>= 165 L

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
1. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			NA	NA	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16
2. Preparedness for the new business model sourcing in a GST scenario	Text			NA	NA	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1 Apr

KRA Category : Customer  
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
Procurement OTIF (95)	Text			< 92	>= 92 < 94	>= 94 < 96	>= 96 < 98	>= 98
Proposal for Client CIP	Text			1	2	3	4	5
Improve Service level (Oleo) by 20%	Text			< 14%	>= 14 < 19 %	>= 19 < 21 %	>= 21 < 26 %	>= 26 %