

Employee Name : CYRUS BAMJI
Manager's Name : Dinesh Kabra
Goalsheet Of Year: 2017-2018

KRA Category : Process

KRA Weightage : 20

KRA Description : Flawless Execution

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
Revamping project (Dettol GMP) for Mechanical support	Text			<80% OTIFQ after 2 weeks	80% OTIFQ after 2 week	100%OTIFQ	100%OTIFQ before 1 week	100% OTIFQ before 2 weeks
Stabilizing of PET Bottle line after completion of GMP project	Text			<80% OTIFQ after 2 weeks	80% OTIFQ after 2 week	100%OTIFQ	100%OTIFQ before 1 week	100% OTIFQ before 2 weeks
Facility up gradation for J&J section to qualify MRA	Text			<80% OTIFQ after 2 weeks	80% OTIFQ after 2 week	100%OTIFQ	100%OTIFQ before 1 week	100% OTIFQ before 2 weeks
Convert Boiler from FO to PNG	Text			<80% OTIFQ after 2 weeks	80% OTIFQ after 2 week	100%OTIFQ	100%OTIFQ before 1 week	100% OTIFQ before 2 weeks

KRA Category : People

KRA Weightage : 20

KRA Description : Development of People

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
Training to L-1 cadre for skill upliftment	Text			0	1	2	2	2
Number of implementable Kaizens from engineering team	Text			<10	10 to 12	12	13to15	>13
CAPA closures for First Aid cases within agreed time lines	Text			<60%	OTIFQ 60%to70%	OTIFQ 70% to80%	OTIFQ 80%to90%	>90%
Adherence to Work permit system	Text			<60%	OTIFQ 60%to70%	OTIFQ 70%to80%	OTIFQ 80%to90%	>90%

KRA Category : Business

KRA Weightage : 20

KRA Description : E2E competitive cost

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
Reduction of /Diesel cost per lacs bottle compared to last year by 5%	Text			<5	>5to7	>7<10	>10to<12	>12
Reduction of spares and maintenance cost by development of alternate vendors/low cost substitutes - Target 10%	Percentage			6	8	10	12	14
Closer of Gemba walk points on time	Text			<60%	OTIFQ 60%to70%	OTIFQ 70%to80%	OTIFQ 80%to90%	>90%

KRA Category : Business

KRA Weightage : 20

KRA Description : E2E competitive cost

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
Reduction of /Diesel cost per lacs bottle compared to last year by 5%	Text			<5	>5to7	>7<10	>10to<12	>12
Reduction of spares and maintenance cost by development of alternate vendors/low cost substitutes - Target 10%	Percentage			6	8	10	12	14
Closer of Gemba walk points on time	Text			<60%	OTIFQ 60%to70%	OTIFQ 70%to80%	OTIFQ 80%to90%	>90%

KRA Category : Customer

KRA Weightage : 40

KRA Description : World Class Services

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
Upkeep of Equipment and un-interrupted supply of utility	Text			<90%	90 to 95%	95 to 97%	>97 to 99 %	100%
External audits compliance in engineering systems w.r.t. Engineering documents and practices	Text			Red	Yellow	Green	Green with no NC	Green with no NC
Closer of CAPA of Internal and External Audit	Text			<80% OTIFQ after 2 weeks	80% OTIFQ after 2 week	100%OTIFQ	100%OTIFQ before 1 week	100% OTIFQ before 2 weeks

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

Employee Name	Manager's name	Employee ID	Year
CYRUS BAMJI	Dinesh Kabra	10001321	2017-2018

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

No	Name of program	Faculty	Days	Please explain why the training is needed
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	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			
2			

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
1	Coaching through leader in own function for functional					

	inputs					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	
Review date	
Target end date	
Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	
Project Status Comments	