

10000790 Parameswaraiah Jangam

Employee Name : Parameswaraiah JangamManager's Name : Nama Murali

Goalsheet Approval Date : 11-Apr-2017

**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
1 IDP	Text			End of Mar_2017	End of Feb_2017	End of Jan_2017	15th Dec_2016	End of Nov2016	4.5	Completed
2 SAP Training to IT Team	Text			Once In five Months	Once in four months	Once in three months	Once in two months	Once in One month	4.5	Completed

**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
1 SAP ABAP Support Forms - INDIA, POLAND & DUBAI	Text			RESPOND WITHIN 60 HRS	RESPOND WITHIN 56 HRS	RESPOND WITHIN 48 HRS	RESPOND WITHIN 36 HRS	RESPOND WITHIN 24 HRS	5	Day to day ABAP support for the company codes VVF, Poland & Dubai & Solve the issues in stipulated time.
2 SAP ABAP Support Reports - INDIA, POLAND, DUBAI	Text			RESPOND WITHIN 60 HRS	RESPOND WITHIN 56 HRS	RESPOND WITHIN 48 HRS	RESPOND WITHIN 36 HRS	RESPOND WITHIN 24 HRS	5	Developed & supported the issues in reports which helps the organization to get information in right time.

**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
1 ABAP Developments in the after New GST Patch	Text			End of Mar 2017	15th Mar 2017	1st Mar 2017	1st Feb 2017	1st Jan 2017	5	Ongoing
2 Reports & Layouts for the GST	Text			End of 2017	15th Mar 2017	1st Mar 2017	1st Feb 2017	1st Jan 2017	5	Ongoing

KRA Category : Process  
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
1 Bifurcation of Domestic/Import Materials in OLEO	Text			After Aug 2016	Before Aug 2016	Before July 2016	Before Jun 2016	Before May 2016	5	Incorporated the controls & developed the report to track doemstic/import oil with respect to batch which helps the plant to track the material whether the material came from domestic purchase or import.
2 Automation of Debt Position in System	Text			End Of Dec 2016	End Of Nov 2016	End Of Oct 2016	End Of Sep 2016	End Of Aug 2016	5	Developed a Debt Module for the treasury team to get the information 1. Debt Position 2. Interest Charges 3. Loan Repayment Schedule
3 Statutory Compliances	Text			End Of Feb 2017	End Of Jan 2017	End Of Dec 2016	End Of Nov 2016	End Of Oct 2016	5	Implemented the Statutory Compliance across all locations which helps to Audit & Tax Team to integrated all paper work job in the SAP system.
4 EXIM BRC Implementation	Text			End Of Mar 2017	End Of Feb 2017	End Of Jan 2016	End Of Dec 2016	End Of Nov 2016	5	Developed a module EXIM Bank Realization of each export invoice, right from invoice, pre shipment, post shipment, Finance, Treasury & EXIM to track each level of information. With the use of this module, user will get the all the export invoice information under one roof.
5 Forex Implementation	Text			End Of Jan 2017	End Of Dec 2016	End Of Nov 2016	End Of Oct 2016	End Of Sep 2016	5	Developed the two major reports outstanding of FX position of import & export scenario under SAP environment, which gives the user correct outstanding FX position as on date.

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

<b>Employee Name</b>	Parameswaraiah Jangam	<b>Manager's name</b>	Nama Murali
<b>Employee Code</b>	10000790	<b>Year</b>	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**

No	Name of program	Faculty	Days	Please explain why the training is needed	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills( only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	Ok	No	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	No	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Ok	No	

	**					
10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	1	Need to be finding out inner hidden strengths that help me to make stronger ment	No	

\*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	Program Completed	Reviews
1				undefined	undefined
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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					

**Part C: Development through action learning projects**

<b>Project Title</b>	Forex Module Implementation
<b>Review date</b>	15.09.2016
<b>Target end date</b>	30/Sep/2016

<b>Project scope</b>	FOREX module helps to the organization to know the status of Export/Import net exposure on day to day.
<b>Project exclusions</b>	0
<b>Project deliverables</b> (Target at rating 3: good solid performance)	0
<b>What is the employee expected to learn from this project</b>	This helps to the employee, to know the business process to deal forex transactions & good exposure about foreign currency transactions.
<b>Reviewer(s) name</b>	Anand Kasturi
<b>Project Status</b>	Completed
<b>Project Status Comments</b>	Completed the FOREX - FX outstanding in the given time. Forex module helps us to get the import/export fx position as on date which helps the user to book the FX rate.