

10002782 Mahendra Uttam

Employee Name : Mahendra UttamManager's Name : Pramath Sanghavi

Goalsheet Approval Date : 13-Apr-2017

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	Actual achievement of year end	Appraisee comment on actual achievement
"1 Project OTIFQ within Budget "	Text			Not Available	Not Available	100%	100% (completion well before time line.	Not Available	100%	NA
"2) Strengthen Engineering Practices to promote better quality, reliability and safety in Baddi units. "	Text			90% OTIF, 10% reduction in BDs	95% OTIF, 15% reduction in BDs	FTR & Improved Hygiene through formal assessment score (20% reduction in number of breakdowns)	FTR & Improved Hygiene through formal assessment score (25% reduction in number of breakdowns)	FTR & Improved Hygiene through formal assessment score (30% reduction in number of breakdowns)	NA	NA
"3) Required engineering solution/System / documentation For ISO , RSPO ,Kosher certification at Baddi "	Text			Not Available	JQ 16	MQ 16(31ST MARCH 16)	MQ (28th FEB 16)	MQ(31ST JAN16)	NA	NA
EHS compliance.	Text			15% reduction in FAC (ZERO LTA) , Compliance with PCB norms	20% reduction in FAC (ZERO LTA) , Compliance with PCB norms	25% reduction in FAC (ZERO LTA) , Compliance with PCB norms	30% reduction in FAC (ZERO LTA) , Compliance with PCB norms	40% reduction in FAC (ZERO LTA) , Compliance with PCB norms	NA	NA
SBO - 5/month/employee, HI - 5/month/employee	Text			Not Available	Not Available	Complied	Complied	Complied	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
Reduction of conversion cost - YOY through energy saving initiatives/ projects, improving generation efficiencies on utilities & Engineering practices and Engineering purchases	Percentage			3	4	5	6	8	6	Various initiative taken to reduced the conversion cost. 1.Reduced power failure after getting direct power supply from 66kva power substation resulted a saving of Rs 55 lakhs. 2. Not using Liquid Fuel boiler for 30 hr against the target of 40 hr resulted a saving of Rs 7.97 lakhs .3. optimisation on TRM running hr a saving Rs 6.075 Lakhs .4. Putting VFD on H8 simplex saving Rs 8.10 lakhs , 5. VFD Installed on both the MP Boiler FD + MP boiler single bed operation Resulted a saving of Rs 15.72 Lakhs. 6. Reducing root blower motor HP from 100 to 60 HP +putting a lower capacity pump on chiller secondry

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
										pump during lower production volume period resulted a saving of Rs 8.53 Lakhs. 7. A saving of Rs 12.83 lakhs achieved on Engineering purchases basis on further negotiation on existing rates + first time supplied items.
Reduction in RM & PM cost over last year through increasing equipment / machine reliability	Text			5 millions	7 millions	10 millions	11 millions	12 millions	7	various initiative taken with respect to improve the machine reliabilities like redesigning & replacing most of the mixer Gear boxes prone to breakdowns, preventive maintenance of stamping m/c's, modification on banding machines.
Innovation led Business Development (new products/business) NPD OTIF	Percentage			90	92	95	97	98	97	For the new business & product launches for new NPD product required changes on engineering hardware & trial carried out as per the TRF & plan.

KRA Category : Customer
KRA Weightage : 30 _

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
Achievment of Production OTIF by ensuring better equipment Reliability.	Text			94	95	96	97	98	97.3%	More than 97.25% production OTIF is achieved. To achieved this OTIF various steps taken such as reliability improvement plan roll out to various critical equipments of the shopfloor some of them as listed below. 1. All gearboxes of the sigma mixer load optimisation done,some of them replaced which were found under rated.2. Identified stamping m/c.s having more down time overhauled.3. All banding machine overhauled.3. All TRM machines hydraulic system/ chilling system overhauled.4. Rationalisation on plodder done by replacing one to other as per needed out put of the line.5. Talc plant Two of the Nota Mixer overhauled & reliability achieved.6. UPS of DFA plant serviced & battery bank replaced.7. Preventive maintenance

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
										schedule for all utilities maintained within planned shutdown only & there is no any major breakdown recorded.
Audit by Client	Text			Red	Amber	Green	Green	Green	4 Green	100% audit compliance adherence followed by completion of pending points post audit.
Reduction in factory borne out customer complaints incl CPD	Text			30	40	50	55	60	40%	To reduce the customer complain in our CPD product lot of initiative with respect to arrest foreign matter ingress on all CPD line done.
Customer Feedback (incl CPD)	Text			3.	3.2	3.5	3.8	4	3.88	Average customer feedback rating is 3.88 achieved. This rating is based on various parameter observed as per attached format for contract manufacturing & CPD Products.
QL @ Baddi - Quality Level@ IPQA Stage	Text			4	4.1	4.2 Exit MQ17	4.3 Exit MQ17	4.2 Year Avg	4.16	At the exit of the year QL level 4.16 achieved.

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	Actual achievement of year end	Appraisee comment on actual achievement
Improvement in EES scores over 2015	Text			3% improvement in EES scores	5% improvement in EES scores	10% improvement in EES scores	15% improvement in EES scores	20% improvement in EES scores	15%	NA
Multiskilling / Additional responsibility	Text			Not Available	Not Available	1. Specific projects like DOE, Real Time feedback, TPM tools etc as a part of IDP	2 specific Task	3 specific task	2 specific task	NA

vvf57e264fd8d3ef

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

Employee Name	Mahendra Uttam	Manager's name	Pramath Sanghavi
Employee Code	10002782	Year	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	undefined	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	OK	undefined	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	OK	undefined	

	**					
10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	1	I need it	undefined	

*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	Basics of EHS	1	param.singh@vvflt d.com?Parampuneet Narang	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	Coaching through leader in own function for functional inputs	Ramadhi Sen	7	31/Mar/2017	undefined	
2	Coaching through leader in own function for functional inputs	Anant Pednekar	3	31/Mar/2017	undefined	

Part C: Development through action learning projects

Project Title	Timely Execution of all Projects
Review date	At end of the Each Project
Target end date	28/Feb/2017

Project scope	From Planning stage to End of each Project
Project exclusions	Project symphony @ talc plant
Project deliverables (Target at rating 3: good solid performance)	On time as per project Deadline
What is the employee expected to learn from this project	on time delivery on renovation projects
Reviewer(s) name	Ramadhi Sen
Project Status	Completed
Project Status Comments	