Employee Name : AMIT MUKHERJEE
Manager's Name : Sudhakar D
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 20
KRA Description : Development of self and subordinates

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
To train Debasis for complete production handling	Text			Feb 2017	Jan 2017	Dec 2017	Sept 2017	Aug 2017
Shantanu to be trained for IPQA methodology	Text			Feb 2017	Jan 2017	Dec2017	Sept 2017	Aug 2017

KRA Category : Business
KRA Weightage : 40
KRA Description : Achieving an EBIDTA target of 42 Cr

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
To improve plant utilisation, increase from last year	Percentage			15	20	25	30	35
SNOP Plan Compliance	Percentage			85	90	95	96	97
Improving Utilities consumption per MT, over last year	Percentage			3	4	5	6	7

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
Supplier audit per year	Text			3	4	5	6	7
Regulatory compliance,	Text			5	4	3	2	1

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
critical observations to be closed within months								
Compliance to FDA standards.	Text			N/A	N/A	Green	Green	Green

KRA Category : Customer
KRA Weightage : 20
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
Production OTIF	Percentage			91	93	95	96	97
QL	Text			3.6	3.8	4	4.1	4.2
All Audits	Text			N/A	N/A	Green	Green	Green

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

Employee Name	Manager's name	Employee ID	Year
AMIT MUKHERJEE	Sudhakar D	10001463	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	

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*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			

<u>**Note: Part B and Part C are to be filled by only AGM and above employees.**</u>

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	