

Employee Name : Anandrao Sangle
 Manager's Name : Pramath Sanghavi
 Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 15
KRA Description : TNI and IDP

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
IDP Project execution to the plan in IDP - Cycle time reduction	Date			31/Mar/2018	15/Mar/2018	01/Mar/2018	15/Feb/2018	01/Feb/2018
Self Training Requirement fulfillment to the plan in IDP	Percentage			80	90	100	110	120
Team Training is complied to the plan in IDP	Percentage			80	90	100	110	120

KRA Category : Process
KRA Weightage : 30
KRA Description : Support to CTS for Plant technical service, Reliability improvement and energy conservation

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
Pump efficiency & Breakdown improvement study and giving implementable solution	Text			NA	NA	5 nos pumps	6 nos pumps	7 nos pumps
Improvement of Vacuum pump standby system at DFA Plant thereby reducing downtime	Text			NA	NA	10% reduction	15% reduction	20% reduction
Energy saving initiatives in plant (alcohol cooling tower pump power consumption reduction, Hogger system for C303, HP&MP steam leak arresting by traps, Section 3/4/5 cooling tower interconnection with JST/C303 Cooling tower etc)	Text			NA	NA	50Lacs	55Lacs	60Lacs
Development of Matrix for tracking DFA plant section 3,4 &5 Design heat energy Vs Actual consumed	Date			15/Nov/2017	15/Oct/2017	15/Sep/2017	15/Aug/2017	15/Jul/2017

KRA Category : Customer
KRA Weightage : 15

KRA Description : Special assignment execution on need basis

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
"Process & technical support for initial phase of the new product development along with R & D Team - Understand Process - Coordinate trials with external vendors Coordinate with R & D and process team at shop floor for pilot plant trials - Coordinate for trial preparations at Pilot Plant - Analysis & trouble shooting for success of pilot trials"	Text			NA	NA	"30days from the date of user request"	"20days from the date of user request"	"10days from the date of user request"
"Cost estimation for setting up of project on commercial scale of production - Conduct HAZOP studies and address all safety requirements - Prepare cost estimation for new project for desired capacity"	Text			NA	NA	"30days from the date of user request"	"20days from the date of user request"	"10days from the date of user request"
"Visiting the tolling manufacturers along with R & D team for feasibility and capability study for new products and the estimation of operating or manufacturing cost - Understand the capability of manufacturer for tolling - Estimate the operating cost - Estimate the additional cost for additions of equipment"	Text			NA	NA	"30days from the date of user request"	"20days from the date of user request"	"10days from the date of user request"
Ewax Plant Study and suggest correct production flow & plant technology	Date			15/Jan/2018	15/Dec/2017	15/Nov/2017	15/Oct/2017	15/Sep/2017
Technical support for Syndet Plant	Text			NA	NA	"10days from the date of user request"	"8days from the date of user request"	"6days from the date of user request"

KRA Category : Business
KRA Weightage : 20
KRA Description : Support to Project for New Project execution and commissioning

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
03D3 Column modification - On Time commissioning as per Proposal	Date			15/May/2017	10/May/2017	04/May/2017	30/Apr/2017	25/Apr/2017
VEGA ESI 65 manufacturing - On Time commissioning as per Proposal	Date			15/Nov/2017	31/Oct/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017
Soap Noodle manufacturing at Taloja - On Time commissioning as per Proposal	Text			"7 months from the date of project approval"	6.5 months from the date of project approval	"6 months from date of project approval"	"5.5 months from the date of project approval"	"4.5 months from the date of project approval"
Hazop study of new projects & implementation	Percentage			80	90	95	100	110

KRA Category : Customer
KRA Weightage : 20
KRA Description : Support to RnD for New Product Development

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
Tertiary Amine Process Engg Validating & Review	Date			15/Jan/2018	15/Dec/2017	15/Nov/2017	15/Oct/2017	15/Sep/2017
Quats Process Engg Validating & Review	Date			15/Feb/2018	15/Jan/2018	15/Dec/2017	15/Nov/2017	15/Oct/2017
Any New Product development - Project proposal to be prepared for Pilot scale production. (within Days)	Days			20	18	15	12	7
Any New Product development - Project proposal to be prepared for Commercial scale production. (Within Days)	Days			35	30	25	20	15

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

Employee Name	Manager's name	Employee ID	Year
Anandrao Sangle	Pramath Sanghavi	10002667	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	Pramath Sanghavi	5	31/Mar/2018		
2	Coaching through leader in own function for functional inputs	Pratik Mehta	2	31/Mar/2018		

Part C: Development through action learning projects

Project Title	Cycle time reduction
Review date	31/Jan/2018
Target end date	31/Mar/2018
Project scope	Study existing cycle time of All Oleo Products and cut NVA's and reduce cycle time
Project exclusions	In case if there is short run due to critical business needs then the same will not be considered
Project deliverables (Target at rating 3: good solid performance)	Mapping existing product cycle from RM to finished goods Improve cycle time by 10% from Oct'17(based on Apr-Sept'17 data)

What is the employee expected to learn from this project	Understanding current data Data analysis Optimization of costs and maximization of returns
Reviewer(s) name	Vilas Kakade, Pragnesh Buch
Project Status	
Project Status Comments	