

Employee Name : Raphel M
Manager's Name : Vijay Dhiman
Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 40

KRA Description : Achieving 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 utilisztion,Potential Vs Actual,over last year	Percentage	20		15	20	25	30	35
SNOP Plan compliance	Percentage	20		85	90	95	96	97
Improving manpower incremental 5% utilisation through Automation	Percentage	20		2	3	5	6	7
Machine breakdown reduction with reference to last year	Percentage	20		1	1.5	2	2.5	3
Reduction of Powder filling weight variations through statsical control & implimentation- resulting talc over consumption less than 1%	Text	20		Nov 17	Oct 17	Sep 17	Aug 17	Jul 17

KRA Category : Process

KRA Weightage : 20

KRA Description : Delivery in time

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
NPD OTIFQ	Text	20		90	95	100	100	100
FAC Reduction	Percentage	20		40	45	50	51	52
Fire Incident Reduction	Percentage	20		40	45	50	51	52
Project OTIFQ(Monsoon & Voyager)Implimentation of HAZOP study recommendation of Hydrogenation Plant by Aug 17	Text	20		90	95	100	100	100
Work permit Compliance	Text	20		90	95	100	100	100

KRA Category : Customer
KRA Weightage : 20
KRA Description : 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
Manufacturing OTIF	Percentage	20		91	93	95	96	97
Quality Level -Online tracking of Defects	Text	20		4	4.1	4.2	4.3	4.4
Reduction in Costomer Complaint Reference to Last Year	Percentage	20		20	30	40	45	50
All Audit Green Through Validation & Qualification	Text	20		red	Yellow	Green	Green	Green
Robusiness in CAPA	Text	20		80	90	100	100	100

KRA Category : People
KRA Weightage : 20
KRA Description : Manpower 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
Devising & executing a road map for autonomous maintenance	Text	25		March 18	Feb 18	Dec 17	Nov 17	Oct 17
To each maintenance department by associating line manager(Naresh)with maintenance department	Text	25		Mar 18	Feb 18	Dec 17	Nov17	Oct 17
Additional Responsibilities of Talc for Ganpath	Text	50		Mar 18	Feb 18	Jan 18	Dec 17	Nov 17

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

Employee Name	Manager's name	Employee ID	Year
Raphel M	Vijay Dhiman	10000813	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

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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	