

Employee Name : Sanjib Chakraborty
Manager's Name : Riju Mukherjee
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 25
KRA Description : 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
1.Project : exploring Nutraceutical market and identifying product stream and making business proposal for 2018-19	Text	40		NA	NA	Mar18	Feb18	Jan18
2. Inventory and SMOG reduction	Text	60		>19.5 days	>=18.5 days <19.5 days	>=17.5 days <18.5 days	>=16.5 days <17.5 days	< 16.5 days

KRA Category : Process
KRA Weightage : 15
KRA Description : Process

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
1. Smooth Transition in GST	Text	30		<75	>=75 <80	>=80 <85	>=85 <90	>=90
2.Develop framework that supports buying analyse trends, feedstock/industry analysis, monthly presentation in a structured manner, sharing info with team members with a latest updated common folder	Text	70		1	2	3	4	5

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
1. Procurement OTIF - 97.5%	Text	50		<96	>=96 <97	>=97 <98	>=98 <99	>=99
2. New Vendor Development	Text	50		1	2	3	4	5

KRA Category : Business
KRA Weightage : 40
KRA Description : Financial Goal

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
1.CIP - Raw Material - 20 Lakhs	Text	50		< 11 L	>=11L <14 L	>=14 L <17 L	>=17 L <20L	>= 20 L
2.'To actively support Oleo Div / Engg Div on the RM /project side, study various items and bring value addition	Text	50		NA	1	2	3	4

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

Employee Name	Manager's name	Employee ID	Year
Sanjib Chakraborty	Riju Mukherjee	10003400	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	Rayomand Mirzan	2	Jan18		
2	Coaching through leader in own function for functional inputs	Sudhakar K	2	Jan18		

Part C: Development through action learning projects

Project Title	Neutraceutical market and identifying product stream and making business
Review date	30/june/2017
Target end date	30/june/2017
Project scope	exploring Neutraceutical market and identifying product stream and making business proposal for 2018-19
Project exclusions	Customer feedback and clinical data

Project deliverables (Target at rating 3: good solid performance)	March 2018
What is the employee expected to learn from this project	to understand the Netraceuticals market and business proposition
Reviewer(s) name	Pratyaya Chakrabarty
Project Status	
Project Status Comments	