

Employee Name : Viraf Boywala  
Manager's Name : Viraf Boywala  
Goalsheet Approval Date : 30-Nov-2016

**KRA Category : Business**

**KRA Weightage : 20 \_**

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. Support team leader by providing trends, feedstock / industry analysis in a structured manner, sharing info with team leader and members with a latest updated common folder	Text			.	.	data trends (trends / feedstocks)	data (trends / feedstocks) + show instances of atleast 2 improvements	data (trends / feedstocks) + show instances of 3 improvements
2. Readiness for the new business model sourcing in a GST scenario and give feedback with evidence of scenario basis of Raw materials to team leader/team member by showing benefits	Text			.	.	Readiness of 70% sourcing by 1st Apr	Readiness of 80% sourcing by 1st Apr	Readiness of 90% sourcing by 1st Apr

**KRA Category : People**

**KRA Weightage : 20 \_**

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
Project - 'Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text			<.0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days
Project - 'Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text			<.0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days
Advance Excel	Text			Mar 17	Feb 17	Jan 17	Dec 16	Nov 16

**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
1. Actual Cost Saving on Packaging Material (25 lacs)	Text			<= 17L	>17L <=24L	>24.0L <=26L	>26L <=33L	>33.0
2. Procurement OTIF - 97.5%	Text			<96	>=96<97	>=97<98	>=98<99	>=99

KRA Category : Customer  
KRA Weightage : 20 \_

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
2. New Vendor Development	Text			1	2	3	4	5