

Employee Name : AMIT LONDHE
 Manager's Name : AMIT LONDHE
 Goalsheet Approval Date : 05-Dec-2016

KRA Category : Customer
KRA Weightage : 15 _

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
Ensure zero reports Create 4 Ideas / projects No accident during project execution	Text			.	> 0	Zero reportable accident	.	.
Ensure the desired quality norms so that zero failure of rotary equipment within one year of project execution	Text			90% equipment	92.5% equipment	95% equipment	97.5% equipment	100% equipment
Reliability Improvement studies & ideas for Talaja Plant with maintenance & project team & create / implement	Text			.	Create 1 Ideas / projects	Create 2 Ideas / projects	Create 4 Ideas / projects	Create 6 Ideas / projects
Participate in energy audit at Talaja with external consultant to reduce energy consumption	Text			.	< 5% reduction	5% reduction	10% reduction	15% reduction
Internal quality checking, coordinating with TPI for other projects	Text			.	.	95% on time as per project schedule	100% on time	Early delivery

KRA Category : Business
KRA Weightage : 15 _

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
Relocation of PCP manufacturing facility - Estimation and costing (DFA plant, Utility, Saponification plant, Tankfarm), prepare basic engineering data for cost estimation, refering SAP transactions & documents for costing	Text			.	30.07.2016	24.07.2016	18.07.2016	09.07.2016
VEGA ESI 65 - New Product development - Estimation, Costing, basic inhouse engineering, material BOQ preparation for cost preparation, stores stock checking for material availability, raising enquiries for material cost	Text			.	15.07.2016	10.07.2016	01.06.2016	25.06.2016
VEGA ETS - New Product development - Project estimation & costing, basic inhouse engineering, material BOQ preparation for cost preparation, stores stock checking for material, raising enquiries for material cost	Text			.	15.07.2016	24.06.2016	18.06.2016	05.06.2016
BITUMEN FACILITY at Sewree tankfarm - Estimation, costing, feasibility study, concept freezing, basic engineering, material BOQ preparation for costing, Stores stock	Text			.	31.07.2016	10.07.2016	27.06.2016	10.06.2016

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
checking FATTY ACID Distillation plant setup with splitting,ATFD, Hydrogenetation plant, CPP, utilities and tank farm - Estimation and costing,basic engineering ,material BOQ preparation,stores material availability checking for costing	Text			.	14.08.2016	25.07.2016	19.07.2016	12.07.2016

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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			30.09.2016 (As per CAPEX date) with 20% more than Budggeted cost	"30.08.2016 10% more than Budggeted cost "	"15.08.2016 (2 months earliy) with Budggeted cost "	"01.08.2016(2.5 months early)5% lower than Budggeted cost "	"22.07.2016 (3 months early)15% lower than Budggeted cost "
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			"6 months after approval of drawings & 10% more than Budggeted cost "	"5 months after approval of drawings & 5% more than Budggeted cost "	"4 months after approval of drawings & Budggeted cost "	"3.5 months after approval of drawings & 5% lower than Budggeted cost "	"3 months after approval of drawings & 10% Budggeted cost "
Steam Turbine generator project execution and commissioning completed on time and cost	Text			"9 Months from date of approval with 20% more than Budggeted cost "	"8 Months from date of approval with 10% more than Budggeted cost "	"7 Months from date of approval with Budggeted cost "	"6 Months from date of approval with 5% lower than Budggeted cost "	"5 Months from date of approval with10% lower than Budggeted cost "
"Create new ideas for benefit of business coupled with feasibility studies.. 1. Projects for utilization of NG 2. New products using the available infrastructure & equipment"	Text			.	.	1	2	3
Contractor bill checking and actual billing quantity verification	Text			.	10 days	8 days	6 days	5 days

KRA Category : Process

KRA Weightage : 15 _

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
On time mechanical completion for commissioning of Beads plant	Text			.	.	25.07.2016	22.07.2016	20.07.2016
Minimum inventory by proper detail engineering/ proper BOM of each project	Text			.	>5%	5%	2%	1%
Saving on project by using existing stock/reducing store inventory, plant material, on Approved material budget cost	Text			1%	2%	5%	7%	10%

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
Saving on In-house engineering and inspection/ less utilization of consultant/ Third party,cross checking of billing quantities	Text			-	<20% of specified activity	20% of specified activity	30% of specified activity	50% of specified activity

KRA Category : People
KRA Weightage : 15 _

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
Self IDP fulfilment	Text			-	-	100%	-	-
Document/SOP/Standard preparation on Reliability Improvement & energy audit at Talaja	Text			-	-	2	3	5
Training session on specialized & core areas	Text			-	-	6 hours	8 hours	10 hours