

Employee Name : Madhulika PathakManager's Name : Madhulika Pathak  
Goalsheet Approval Date : 05-Dec-2016

**KRA Category : Process**  
**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.Maintanance of records for Cost Audit- VVFI & VVFL	Text			-	-	31st Aug'2017	15th Aug'2017	31st July'2017
2.Plant wise Sales Tax & Excise Data	Text			-	-	30th Sept'2017	31st Aug'2017	15th Aug'2017
3.Plant wise CAS-4 Certification	Text			-	-	27th woking day	25th Working day	20th Working day
4.IFCS Compliance -Inventory Valuation - Review	Text			-	-	100% accuracy _ 4 times in a year	100% accuracy _ 6 times in a year	100% accuracy _ 8 times in a year

**KRA Category : Customer**  
**KRA Weightage : 25 \_**

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.Data for LOP/ Insurance	Text			-	-	with 5 workingdays from requirement	with 3 workingdays from requirement	with 2 workingdays from requirement
2.Data for Bank	Text			-	-	with 5 workingdays from requirement	with 3 workingdays from requirement	with 2 workingdays from requirement
3.Data for Safeguard Duty	Text			-	-	with 7 workingdays from requirement	with 5 workingdays from requirement	with 3 workingdays from requirement
4.Any other Special Project	Text			-	-	-	-	-

**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
1.Completion of IDP- Slow Moving	Text			-	-	10 Crs.	12 Crs.	14 Crs.
2.Completion of IDP of Team	Text			-	-	-	-	-

**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.Discussion & Follow up with Business Finance for ABP P&L	Text			-	-	31st Jan'2017	15th Jan'2017	31st Dec'2016
2.Sign off of ABP	Text			-	-	28th Feb'2017	24th Feb'2017	20th Feb'2017
3.Review of Budget upload in SAP	Text			-	-	31st March'2017	30th March'2017	29th March'2017

**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. Product Costing /NRV /Process Order Analysis	Text			-	-	3rd woking day	2nd Working day	2nd Working day
2.Division wise P&L ABP V/s Actual- VVFI & VVFL	Text			-	-	7th woking day	6th Working day	5th Working day
3.Contract wise Profitability Report & Discussion	Text			-	-	10th Working day	9th Working day	8th Working day
4.Processing Cost Report	Text			-	-	10th Working day	9th Working day	8th Working day