

Employee Name : Sagar KambleManager's Name : Sagar Kamble
Goalsheet Approval Date : 30-Nov-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 Maintaining Stocks for solvents,chemicals,reagents related to analytical work.	Text			.	.	Due date < 5 Days	Due date < 4 Days	Due date < 3 Days
2 Preparation of Stock solution (Volumetric, Reagents, Indicators) for daily routine Analysis.	Text			.	.	As per agreed	10 % above	.
3 Sensory panel identification - Training ,Implementation as per protocol	Text			.	.	As per agreed	10 % above	.

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
1 Observation & analysis of daily routine products (Soaps,Liquids)	Text			.	.	< 4 days after sample submission	< 3 days after sample submission	< 2 days after sample submission
2 Benchmark product analysis & reporting.	Text			.	.	< 4 days after sample submission	< 3 days after sample submission	< 2 days after sample submission
3 Preparation of protocols & reports for daily analytical work. Protocol releasing work	Text			.	.	< 4 days after sample submission	< 3 days after sample submission	< 2 days after sample submission

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
100 % Completion of IDP	Text			.	.	by 02/2017	by 01/2017	by 12/2016
Effective time management and execution	Text			..	.	by 02/2017	by 01/2017	by 12/2016
EHS training	Text			.	.	by 02/2017	by 01/2017	.by 12/2016

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

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 Stability studies of new developed products for CMB & CPD	Text			-	-	within 4 days	within 3 days	within 2 days
2 Development of analytical methods-(CMB & CPD)	Text			-	-	2	3	4
3 Complete analysis for CMB & CPD products.(Liquids,Soap,Creams,S hampoo,Lotion)	Text			-	-	< 4 days after sample submission	< 3 days after sample submission	< 2 days after sample submission
4 Development of Product assesement method for Soap as per global protocol .To be documented & implemented	Text			-	-	As per agreed	10 % above	20 % above

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
1 Regular checking & maintainance of stability chambers.	Text			-	-	1 month	20 days	15 days
2 Regular analysis of stability products along with its complete docum entation.(Protocols,repo rts)	Text			-	-	Due date < 5 Days	Due date < 4 Days	Due date < 3 Days
3 Follow-up for AMC of stability chamber along with data storage.	Text			-	-	Due date < 5 Days	Due date < 4 Days	Due date < 3 Days
4 Stability sample input & outgoing work according to stability calendar.	Text			-	-	-	-	-