

10003409 Amit Shukla

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Goalsheet Approval Date : 22-Mar-2017

**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	Actual achievement of year end	Appraisee comment on actual achievement
1.Syndet Noodles /Flakes /Soap (3 - 6 Options to Client) Commercialize	Text		30	.	.	Q _1 2017	Q_4 2016	Q_3 2016		
2.CMB Project Number of product ready for Launch & Launched (other than Syndet)	Text		30	.	.	8	10	12		
3.Translucent Noodles : To achieve translucency as per Jocil Noodles (In line with ITC Specification)	Text		40	.	.	Match Jocil Translucency	Improve by 10 % in Lux Value	Closer to Pan Century		

**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	Actual achievement of year end	Appraisee comment on actual achievement
1. Number of new products developed & ready for introduction India Focus for CPD	Text		25	.	.	12	15	19		
2.No. of new products developed & Submitted for Launching for International Project	Text		25	.	.	7	9	11		
3.Improvement or Equal translucency of VVF translucent noodles at lower cost for Doy Care soaps & ready for roll out	Text		25	.	.	by 03/2017	by 02/2017	by 01/2017		
4.Improvement in Translucency of VVF translucent noodles at higher cost & ready for roll out	Text		25	..	.	by 03/2017	by 02/2017	by 01/2017		

**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	Actual achievement of year end	Appraisee comment on actual achievement
Bacter Shield new formulation. Develop and roll out.	Text		80	.	.	by 03/2017	by 01/2017	by 12/2016		
Initiate IPR Generation Culture	Text		20	.	.	At least 1 provisional patent application filed by March 2017	.	.		

#### 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	Actual achievement of year end	Appraisee comment on actual achievement
Home care products ( 4-5 categories) based on intermediate alcohols of Oleo.Developed and ready for launch.	Text		30	.	.	by 03/2017	by 01/2017	by 11/2016		
Moisture management in soaps. New concepts. Collaboration with NCL, Pune.	Text		35	.	.	Develop the concept and prepare prototypes successfully by Q1, 2017.	Develop the concept and ready for roll out in FY 2017_18	.		
Floating soap.New concepts.	Text		35	.	.	Develop the concept and prepare prototypes successfully by Q1, 2017.	Develop the concept and ready for roll out in FY 2017_18	.		

#### 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	Actual achievement of year end	Appraisee comment on actual achievement
1. Oil blends related CIP. Joint KRA with Oil buying Team (Demonstrate & Implement)	Text		25	.	.	"Potential of Rs. 58.0 Lacs savings / year demonstrated & rolled out."	"Potential of Rs. 68.0 Lacs savings / year demonstrated & rolled out."	"Potential of Rs. 78.0 Lacs savings / year demonstrated & rolled out."		
2. CIP Targets: Formulation change. Formulation improvements – Rs. 65.0-70.0 Lacs. Demonstrated & roll out.	Text		50	.	.	"Saving potential of 65.0_70.0 Lacs / year demonstrated & rolled out. "	"Saving potential of > 70.0 Lacs / year demonstrated & rolled out."	"Saving potential of > 80 Lacs demonstrated & rolled out."		
3. Provide all support to roll out Cost saving for international products. Demonstrate and ready for roll out.	Text		25	.	.	As per agreed savings.	10% more on agreed savings.	>10% more on agreed savings.		

