

Employee Name : Govind Ghule
 Manager's Name : Pramath Sanghavi
 Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 15
KRA Description : Team Performance

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
Team Training is complied to the plan in IDP	Percentage	40		80	90	100	110	120
Conduct or organize Training for Plant & Project Team	Text	30		2	4	6	8	10
Cycle Time reduction	Date	30		31/Mar/2018	15/Mar/2018	28/Feb/2018	15/Feb/2018	01/Feb/2018

KRA Category : Process
KRA Weightage : 20
KRA Description : PCP Projects within cost & time

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
DAMAN - GMP Project- on time	Date	20		01/Nov/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017	01/Sep/2017
DAMAN-GMP Project on cost	Text	20		Actual cost is 10% more than Project budget	Actual cost is 5% more than Project budget	Actual cost is equal to Project budget	Actual cost is 10% less than Project budget	Actual cost is 15% less than Project budget
Soap Noodle -Manufacturing at Taloja on time	Text	20		7 Months from date of Project Approval	6.5 Months from date of Project Approval	6 Months from the date of Project Approval	5.5 Months from date of Project Approval	5 Months from the date of Project Approval
Soap Noodle -Manufacturing at Taloja on cost	Text	20		Actual cost is 10% more than Project budget	Actual cost is 5% more than Project budget	Actual cost is equal to Project budget	Actual cost is 10% less than Project budget	Actual cost is 15% less than Project budget
Cost estimations for PCP Projects	Days	20		21	18	15	12	7

KRA Category : Customer
KRA Weightage : 20
KRA Description : Project & Engineering support at all locations

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
Civil plant maintenance support for Taloja, Sion, Sewree, Daman & Tiljala	Text	20		NA	NA	It will be aligned with Unit	NA	NA
Reduction in structural steel & tor steel inventory	Text	20		NA	5 MT	10 MT	15 MT	20 MT
Standardization for optimization in structural design costing for 200kg/Sq.m, 300kg/sq.m & 500 kg/sq.m load bearing capacity	Text	20		NA	NA	Report by 31.12.2017	Implementation on one Project	Implementation on two Project
Standardization for optimization in Civil pump foundations design costing up 10 HP, 20 HP, 30 HP & 50 HP motor capacity	Text	20		NA	NA	Report by 31.12.2017	Implementation on one Project	Implementation on two Project
Technical internal audit for civil & structural buildings for across unit	Text	20		NA	NA	Daman one, Tiljala one & Taloja four audit reports	Daman Two, Tiljala Two & Taloja Six audit reports	NA

KRA Category : Business

KRA Weightage : 30

KRA Description : Oleo Projects Execution on time & within cost

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
Vega ESI 65 manufacturing- on time	Date	20		30/Oct/2017	15/Oct/2017	01/Oct/2017	15/Sep/2017	01/Sep/2017
Vega ESI 65 manufacturing- on Cost	Text	20		Actual cost is 10% more than Project Budget	Actual cost is 5% more than Project Budget	Actual cost is equal to Project Budget	Actual cost is 10% less than Project Budget	Actual cost is 15% less than Project Budget
03D3 Column modification- on time	Date	20		15/May/2017	10/May/2017	04/May/2017	30/Apr/2017	25/Apr/2017
03D3 Column modification- on cost	Text	20		Actual cost is 10% more than Project Budget	Actual cost is 5% more than Project Budget	Actual cost is equal to Project Budget	Actual cost is 10% less than Project Budget	Actual cost is 15% less than Project Budget
Bitumen storage expansion at Sewaree Tank 6,69 & 9 Loading unloading lines on time & cost	Text	20		30.09.2017 with actual cost 10% more than project budget.	22.09.2017 with actual cost 5% more than project budget.	15.09.2017 with actual cost is equal to project budget.	07.09.2017 with actual cost 5% less than project budget.	01.09.2017 with actual cost 10% less than project budget.

KRA Category : Process

KRA Weightage : 15

KRA Description : Maintain Project Quality & Safety

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
Standardization & improvement of SOP and QAP Management	Date	20		31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Ensure Quality standard- Concrete Crushing Strength	Text	25		80%	90%	100%	NA	NA
Defect liability of project constructions	Text	20		6 Months	9 Months	12 months	15 Months	18 Months
Maintain documentation with centralized records	Text	15		NA	NA	100%	NA	NA
Safety compliance & zero reportable accidents	Text	20		NA	NA	100%	NA	NA

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Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Manager's name	Employee ID	Year
Govind Ghule	Pramath Sanghavi	10001971	2017-2018

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

No	Name of program	Faculty	Days	Please explain why the training is needed
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

No	Topics required	No. of Days	Internal faculty name
1	MS Project planning	2	External Faculty

2	Presentation Skill	2	pramath.sanghavi@vvfltd.com ?Pramath Sanghavi
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Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Completed	Reviews
1	Coaching through leader in own function for functional inputs	Mr. Pramath Sanghavi	10	31/Mar/2018		
2	Coaching through leader in own function for functional inputs	Mr. Sunil Katekari	2	31/Mar/2018		

Part C: Development through action learning projects

Project Title	Cycle Time Reduction
Review date	31/Jan/2018
Target end date	31/Mar/2018
Project scope	Study of existing cycle time of all oleo product and cut NVA's and reduce cycle time
Project exclusions	In case if there is short run due to critical business need then same will not be considered
Project deliverables (Target at rating 3: good solid performance)	Mapping existing product cycle from RM to Finished goods. Improve time cycle by 10% from Oct 2017 (based on April-Sept data)
What is the employee expected to learn from this project	Understanding current data Data analysis Optimization of cost & maximization of returns
Reviewer(s) name	Vilas Kakade & Pragnesh Buch

Project Status	
Project Status Comments	