

Employee Name : P. R. KrishnanManager's Name : P. R. Krishnan  
Goalsheet Approval Date : 30-Nov-2016

**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
Delivering team goal for productivity improvements, automation of routine processes, better controls, more MIS etc.	Text			NA	NA	Monthly meetings : No of ideas impl . 10 new ideas / qtr	Monthly meetings : No of ideas impl . 20 new ideas / qtr	Monthly meetings : No of ideas impl 30 new ideas / qtr
Team meeting for continuous improvements	Text			NA	NA	NA	NA	NA
IDP for team members	Text			.	.	.	.	.

**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
1. Readness with basic data and its impact due to change - mapping vendors and providing for alternatives	Text			Beyond 31st August	By 31st August	By 15th August	By 1st August	By 20th July
2 Educating all vendors on need/implication and implementing with all suppliers	Text			Implemented for below 75% Vendors	Implemented for 75% Vendors	Implemented for 80% Vendors	Implemented for 85% Vendors	Implemnted for 90% Vendors
3 Putting IT Infrastructure for GST Rollout	Text			Beyond 31st January 2017	By January 31 2017	December 31, 2016	December 15 2016	December 1 2016
4 Testing of the IT infrastructure for GST Rollout	Text			Within 2 months of IT infrastructure stated above	Within 2 months of IT infrastructure stated above	Within 2 months of IT infrastructure stated above	Within 2 months of IT infrastructure stated above	Within 2 months of IT infrastructure stated above

**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
1.C form - Baddi / Talaja C form closure upto 2015-16 by March 2017.	Text			Beyond April 2017	By April 30 2017	By March 31, 2017	By March 1, 2017	By February 1 2017
2. Supplier reconciliation and	Text			NA	NA	90% suppliers till Dec Listing	95% suppliers till Dec Listing	100% supplier till Dec Listing

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
balance confirmations done upto date -								

**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
1 Complete Reverse Auction and implement	Text			Beyond October 2016	By October 31, 2016	By September 30, 2016	By September 15, 2016	By September 1 2016
2 Managing Logistics cost through Direct despatch and not use Storage (Barge can be used)	Text			Below 40% movement from Port to Factory	40% Port Factory Movement	50% Port Factory Movement	60% Port Factory Movement	70% Port Factory Movement

**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
1 Kotak - Ensuring SAP entry updated regularly, Reconciled with Kotak statement, Ensuring proper documentation and traceability.	Text			Beyond the dates specified in col 2	SAP by 3rd working day, Reco by 5th working day	SAP by 3rd working day, Reco by 4th working day	SAP by 2nd working day, Reco by 4th working day	SAP by 1st working day, Reco by 3rd working day
2 Ensuring Monthly Reconciliation with Edelweiss and Shakti. Ensuring proper documentation and traceability	Text			Beyond the dates specified in col 2	Reco by 8th working day of next month from both	Reco by 7th working day of next month from both	Reco by 6th working day of next month from both	Reco by 5th working day of next month from both
3 Establishing controls for BG monitoring VAT credits for both Edelweiss and Shakti Transactions	Text			Both statement beyond this date	BG statement 9th VAT Credit by 20th of next month	BG statement 9th VAT Credit by 17th of next month	BG statement 7th VAT Credit by 17th of next month	BG statement 7th VAT Credit by 15th of next month
4 Value addition through error free LC establishment	Text			Less than 92%	92% Error LC Established	95% Error LC established	97% Error LC established	100% Error free LC established