

10003683 Omprakash Bhole

Employee Name : Omprakash BholeManager's Name : Aniruddha Bansod

Goalsheet Approval Date : 17-Apr-2017

**KRA Category : Business**

**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	Actual achievement of year end	Appraisee comment on actual achievement
Execution of approved MOC/cost reduction project	Text			.	.	Time line as agreed in MOC	.	.	4	1.Line modification to use VAM generated chilled water in GDP. 2.Flushing of main distillate transfer line & first residue to tank farm is carried out by nitrogen. 3.Transfer line between Fatty alcohol and tank farm. 4.To provide TCW 1 to 03E15 heat exchanger. 5.Installation of
Reduce departmental over time(Includes dept and contractor labour excludes catalyst and lurgi S/D jobs),reduction in fabrication cost,cost reduction in mech seal spares by developing spares.	Text			.	.	Saving of Rs 12 lacks over last year	.	.	NA	NA
cost saving in mechanical seal lapping over last year	Text			.	.	4 Lacks	.	.	NA	NA

**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	Actual achievement of year end	Appraisee comment on actual achievement
Proper day to day job planning to be done.	Text			.	.	90% notifications to be completed in SAP	.	.	100	NA
Ensure the equipment availability for production as per SNOP	Text			.	.	100% for all sections	.	.	NA	NA
Availability of spares and services by raising the PRF for reduction in down time	Text			.	.	90% Availability	.	.	NA	NA
Adherence to PM/CM schedule to avoid equipment failure	Text			.	.	95% for all functions	.	.	NA	NA
Ensure for completion of shut down jobs in time.	Text			.	.	Shutdown jobs completed as per planning	..	.	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
Ensure completion of Self IDP.	Text			.	.	100% Completion	.	.	NA	NA
Ensure participation of Department employees for training arranged by HR.	Text			.	.	90% Participation	.	.	NA	NA
Conduct technical training session for departmental employees.Two sessions on steam trap and reciprocating compressors.	Text			.	.	2 Sessions	.	.	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
Lifting tools,tackles and lifting machines to be tested and certified as per statutory requirement.	Text			.	.	Dec-16	.	.	NA	NA
Maintain zero manpower loss due to accident.	Text			.	.	100% compliance	.	.	NA	NA
"Accident prevention A) Emphasis for utilisation of proper PPEs prescribed by safety dept. B) Risk assessment to be done in specific manual activities(other than routine)"	Text			.	.	100% PPE Usage 100% Risk Assessment	.	.	NA	NA

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	Actual achievement of year end	Appraisee comment on actual achievement
Health check of pipe line/equipement to avoid premature failure.	Text			.	.	Mar-17	.	.	NA	NA
Arrangement for replacement of syn gas header,bend of caloric reformer.	Text			.	.	Dec-16	.	.	NA	NA
Arrangement for replacement of linde reformer plug tube.	Text			.	.	Dec-16 subject to plant availability	.	.	NA	NA
Revamping of alcohol cooling tower and modification of CPP cooling tower	Text			.	.	31-Mar17	.	.	NA	NA
Arrangement of new tube bundle of 01E16 B exchanger.	Text			.	.	31-Dec	.	.	NA	NA