

Employee Name : Prabhakar KunderManager's Name : Prabhakar Kunder
Goalsheet Approval Date : 29-Nov-2016

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. Collection Plan - Monthly	Text			Not reported	OD report +3_4 woking days	OD report +2 woking days	OD report +1 woking days	OD report <1 woking days
2. Collection Actual Vs. Plan	Text			Not reported	Once a week	2 times a week	Weekly	Daily
3. Overdues Review	Text			Not reported	Once a week	2 times a month	3 times a month	4 times a month
4. Overdue Review - triggered follow ups	Text			Not followed up	Not followed up	1_2 times a week	3 times a week	4 times a week
5. Other need base reports to better collection plan etc.	Text			Not reported	Need based	Need based	Need based	Need based

KRA Category : Business
KRA Weightage : 30 _

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. Variance Analysis - SNOP Vs. Actual GC of Same month, with detailed reasoning write up	Text			Not reported	Not reported	Once a month	Participate to better existing process	Evolve new/better Business Process
2. Variance Analysis - Actual Vs. Actual GC - Previous month, with detailed reasoning write up	Text			Not reported	Not reported	Once a month	Participate to better existing process	Evolve new/better Business Process
3. GC Trend analysis - Region wise, Product wise on Actual P&L basis	Text			Not reported	Not reported	Once a month	Participate to better existing process	Evolve new/better Business Process
4. Consolidation of Actual GC, SNOP GC YTM	Text			Not reported	Not reported	Once a month	Participate to better existing process	Evolve new/better Business Process

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. Market rates v/s Actual Purchase - OIL	Text			Not reported	Not reported	Twice, 10th & 20th of month	Thrice a month	Weekly
2. Circulate weekly Statement Mark to Market - OIL	Text			Not reported	Not reported	Twice a month	Thrice a month	Weekly
3. Logistics Cost – Market v/s Actual Cost: Abnormal cost like Detention and Demurrage reporting	Text			Not reported	Not reported	Twice a month	Thrice a month	Weekly
4. RM inventory position - Participatory role at beginning of the month	Text			Not participated	Not participated	Participate	Contribute	Accurate RM Position reporting
5. SAP SD Module - Material Code Creation coordination	Text			Need based	Need based	Participate	Contribute to decision making	Contribute to maintain accuracy in SD view & Control duplicates

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. SNOP P&L	Text			Not reported	>60_70% accuracy in Product Pricing/Mt	Once a Month	=>80% Accuracy in Product Pricing/Mt	=>90% Accuracy in Product Pricing/Mt
2. Total GC - Product wise analysis	Text			Not reported	>60_70% accuracy in GC judgement	Once a Month	=>80% Accuracy in GC Reporting	=>90% Accuracy in GC reporting
3. RM Price working based on RM Mix/Route/Production plan	Text			40_50% accuracy in RM Cost/Mt judgement	>60_70% accuracy in RM Cost/Mt judgement	Once a Month	=>80% Accuracy in RM Cost judgement	=>90% Accuracy in RM Cost Judgment
4. Revisions of SNOP P&L based on Actual Sales	Text			Need Based	Need Based	Need based	Need based	Need based
5. RM/OIL Price Trend, FG/Product Price Trend etc.	Text			Need Based	Need Based	Need based	Need based	Need based

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. Main Products GC reporting & Follow ups for obtaining accurate liquid price of Product	Text			Not reported	Not reported	Once a week	2_3 times a week	4_5 time a week
2. By-Products Avg Price working [Liquid form]: computing impact on GC of respective main-products	Text			Not reported	Once a month	Once in two weeks	Once a week	Once a week constantly
3. Revision of cost	Text			Not reported	Need based	Need based	Need based	Need based

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
model/price decision based on above insights								
4. Product Pricing	Text			Not reported	Need based	Need based	Need based	Need based
5. Product Costing	Text			Not reported	Need based	Need based	Need based	Need based