

10001044 PRAKASH OHER

Employee Name : PRAKASH OHERManager's Name : Vilas Kakade

Goalsheet Approval Date : 27-Apr-2017

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
Meet production as per SNOP for Syndet	Text			.	.	Monthly basis, SNOP vs. Actual.	.	.	96.77% achieved	Shortage of RM. calculation was done on bases of 100% yield in August
Meet yields as per BOM.	Text			.	.	Syndet regular 98%, Citaphil 90%	.	.	Citaphil 94.5 %	1. Citaphil yield Increased by 4% 2. No production target of Syndet regular
Maintain specific consumption as per BOM.	Text			.	.	As per BOM.	.	.	Done	consumption done as per per BOM
Maintain online process parameter and quality as per check list.	Text			.	.	100%	.	.	100%	All batch wise BMR maintain
Co ordination with all the supporting services for breakdown and RM/PM requirement.	Text			.	.	As an when required.	.	.	Done as an when required	co ordination done with all supporting services as an when required
New product Trial at pilot plant	Text			.	.	As an when required.	.	.	All trials where taken in time	All trials was taken as per requirement of R&D Head as per time frame

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
Training for DFA plant / Pilot Plant	Text			.	.	March 16	.	.	Pilot plant completed. DFA plant continue	DFA under process
On the Job training of new joiners	Text			.	.	100% completion	.	.	100% completion	On job Training given to New joiners

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
No sales lost due to stock out and quality.	Text			.	.	>90% availability of material	.	.	100 %	100 % availability of material
Compliance to the customer audit and closure of audit findings.	Text			.	.	100% compliance and Closure of finding within agreed time.	.	.	100%	100% compliance and Closure of finding within agreed time.
Availability of material in required packing's.	Text			.	.	100% availability of packing material as per quality required by customer.	.	.	100%	100% availability of packing material as per quality required by customer.

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
Accidents: 1) Usage of PPE's 2) Awareness about safety to new joiners, contract labors and permanent employees through training program and on job training	Text			.	.	Zero 1) 100% PPE usage 2) More than 90% attendance to the trainings.	.	.	Done and no single accidents	Zero accident 1) 100% PPE used 2) More than 90% attendance to the trainings.
Fire Incidences: 1) Follow-up of permit system 2) Risk assessment in specific activity 3) To arrest leakages of process material, thermic fluid and steam.	Text			.	.	Zero 1) 100% compliance 2) 100% assessment 3) Immediately after occurrence	.	.	Done and No single Fire incidence	Zero Fire incidence 1) 100% compliance 2) 100% assessment 3) Immediately after occurrence

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
Scrap generation	Text			.	.	less then 1%	.	.	More then 1%	More then 1% due to New product trial (Dr Reddy)

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Rating Of Qualitative Goals

1. I feel my goals were very challenging and stretched because:

<p>Answer:- 100% SNOP Actual Vs Target. Cetaphil RM was calculated on 100% yield but actual yield was 90% so shortage of RM still manage to fulfill the target 96.77%.</p>
<p>2. I have gone the extra mile to help my colleagues/team/organization by:</p>
<p>Answer:-1. Taking trial of ESI-65 at lab. 2. Sulfosuccinate batch trial at R&D with Stearic Acid P-12 addition 3. Dream team award. 4 Multimill trial for Vega ES I- 65 Powdering at pilot plant. 5. VegaESI 65 flakes making at syndet plant chilldrum</p>
<p>3. I have lived the VVF values (Openness, Integrity, Respect, Trust, Innovation, Agility) in an exemplary fashion in the following way:</p>
<p>Example1:-Syndet Plant steam and Air Line was modified with valve and filters to over come black particles problem. Chilldrum side cheek – possible material churning & falling on belt Collection tray made. Distance piece from screw conveyor & chilldrum changed from SS 304 to SS 316. Belt conveyor exit pulley black material possible fall on hopper Diverter provided.</p>
<p>Example2:-Pilot plant Hot oil circulation line 1 inch drain line provided from discharge line to hot oil storage tank for draining the cool stagnant oil to get proper circulation of oil. before modification we were facing problem in getting the temperature more then 210 degree</p>
<p>4. I have demonstrated the VVF leadership competencies (Teamwork, Customer Orientation, Result Orientation, Developing self and team, Strategic thinking, Ownership and accountability) in the following way:</p>
<p>Example1:-Worked in team as active mamber with operators, project team and management for taking different trials and made commercial production in pilot plant of vega ESI</p>
<p>Example2:-Ownership taken with the help of Operators, Project team, R&D and Management to take Vegas ETS 65 flakes making trial at Syndet plant chilled drum with minimum modification.</p>

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

Employee Name	PRAKASH OHER	Manager's name	Vilas Kakade
Employee Code	10001044	Year	2016-2017

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	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2	Yes	No	Absent due to sickness
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	Yes	Yes	Completed
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5			
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Yes	Yes	Completed

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10	Influencing skills	Internal TBD	2				
11	Strengths based team building	Charles Carvalho	1	Yes	Yes	Effective Time Management & Execution insted of Strengths Bases team building	

*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	Program Completed	Reviews
1				undefined	undefined
2					

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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	
Review date	
Target end date	

Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	Not Applicable
Project Status Comments	