

10001838 RAKESH DHANDE

Employee Name : RAKESH DHANDE Manager's Name : Vilas Kakade

Goalsheet Approval Date : 13-Apr-2017

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	Actual achievement of year end	Appraiser comment on actual achievement
1 To study new Cu catalyst activity for fatty alcohol	Text			Not Available	Not Available	Not Available	End Nov. 2016	Not Available	Study total 13 new catalyst samples activity for fatty alcohol	Catalyst from Sud chemie gives 97.5% highest activity & catalyst from Monarch gives 65.7% as highest activity.
2 To check Spent Cu catalyst activity in laboratory	Text			Not Available	Not Available	Not Available	work as per requirement	Not Available	Completed within timeline.	Successfully experiment done in lab & feedback sent to production.
3 To check Spent Ni catalyst activity in laboratory.	Text			Not Available	Not Available	Not Available	work as per requirement	Not Available	Checked spent Ni catalyst from top bed & bottom bed within time line	Catalyst from top bed gives 85% activity & catalyst from Bottom bed gives 82% activity, decided to recycle in plant.
4 To study Ni catalyst for fatty acid hydrogenation	Text			Not Available	Not Available	Not Available	End May 2016	Not Available	Study Ni catalyst for Vegacid superflex at the end of may 2016	Study JM 9932, Evonic 1051 & Suhans catalyst for superflex & report send to production

KRA Category : People

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	Actual achievement of year end	Appraiser comment on actual achievement
1) Study spent Cu catalyst activity in laboratory	Text			Not Available	Not Available	Not Available	End may 2016	Not Available	Successfully study the spent Cu catalyst activity & recycle in plant	Study catalyst activity for bottom bed using C1214 wax ester. It shows 78 % conversion from ester to alcohol, decided recycle in plant.

KRA Category : People

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	Actual achievement of year end	Appraisee comment on actual achievement
1 Area of Technical and/or Functional skills Development	Text			Not Available	Not Available	Not Available	Need to learn mechanism of plant equipment & design	Not Available	on track	On track
2 Area of Personal skills Development	Text			Not Available	Not Available	Not Available	Attend all essential trainings for self & organisation development.	Not Available	Attend interpersonal skill training	Shared knowledge with my colleague & implemented in my functional as well as personal life
3 GHK	Text			Not Available	Not Available	Not Available	Consistent min 8 grading in GHK audits.	Not Available	Got Consistent min 8 grading in GHK audits	Taken efforts in development of R&D lab
4 Safety	Text			Not Available	Not Available	Not Available	No accident.	Not Available	No accident in a year	Smooth work done in laboratory.

KRA Category : Process
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
1 Lab experiment on intermediate alcohol to check final quality of alcohol.	Text			Not Available	Not Available	As per plan with manufacturing.	Not Available	Not Available	Prepared various grade of alcohol from intermediate	successfully support production to prepared FG fatty alcohol from intermediate.
2 Complet laboratory experiment given by production and submitting report	Text			Not Available	Not Available	work within given deadlines.	Not Available	Not Available	Complete within deadlines	Continuous support to production at lab level by various experiments like hydrogenation, hydrogenolysis, esterification, distillation, fractionation, CV reduction, bleaching, etc
3 Support process improvement projects of fatty acid, alcohol & glycerin	Text			Not Available	Not Available	continue support to manufacturing	Not Available	Not Available	Support without disturbance	Done experiments on raw material of fatty acid & alcohol before taking in plant & submit report to production
4 Laboratory support to raw material cost reduction projects	Text			Not Available	Not Available	work as per requirement	Not Available	Not Available	Evaluate different raw material samples for fatty acid & alcohol	Evaluate Acid oil samples, Expeller & solvent extracted CNO, Expeller mustard oil samples & RBFAD samples

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

Employee Name	RAKESH DHANDE	Manager's name	Vilas Kakade
Employee Code	10001838	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			
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	For better data generation & data analysis.	No	Attend interpersonal skill training.
6	Environment Health and Safety *	EHS Team	1	YES	Yes	Attend training & implemented to my work place
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	YES	Yes	Attend training & implemented to my work place
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	Attend training & implemented to my work place

	**						
10	Influencing skills	Internal TBD	2				
11	Strengths based team building	Charles Carvalho	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	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	Select
Project Status Comments	