

Employee Name : Vivek Pawaskar
Manager's Name : Vivek Pawaskar
Goalsheet Approval Date : 05-Dec-2016

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 Delivery on ABP - 435 Cr Soaps 18133MT, Noodles - 20775MT, Powder - 6279MT, Liquids - 697 L bottles	Text			410	430	435	440	445
2 Delivery on EBITDA - 56 Cr	Text			45	50	56	58	60
3 Customer Satisfaction Feedback	Text			3	3.5	3.8	4	4.2
4 OTIF for NPDs	Percentage			70	80	90	95	100

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
1 Secure Syndet Business	Text			Not Available	Not Available	350MT	360 MT	370 MT
2 Secure Business for Translucent Noodles	Text			Not Available	Not Available	500MT	520 MT	540 MT
3 Secure Business for CMB for export, new customers	Text			Not Available	Not Available	25 Cr	31 Cr	32 Cr
4 Overall GC	Text			Not Available	Not Available	119 Cr	120 Cr	121 Cr
5 Recovery of C forms - till 2014-15	Text			Not Available	Not Available	100 Cr	125 Cr	150 Cr

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
1 Develop team for independent and agile working, balance work load	Text			Not Available	Not Available	Occasional need of extra support	No extra support	Ahead of time without no extra support
*2 More exposure to financial analysis, engage with clients to tap strategic partnerships opportunities *	Text			Not Available	Not Available	Tapped strategic opportunities	Initiated work on strategic opportunities	Implemented strategic opportunities

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 Over Dues control	Text			30 days	15 days	< 7 days	< 3 days	0 Days
2 Quick turn around time for first proposal	Text			30 days	15 days	7 days	5 days	1 day
*3 No Carry over of RM, PM inventory beyond 3 months without plans *	Text			9 months	6 months	3 months	2 months	1month
4 Set process all customers for on time lifting of FG	Text			14 Days from RFD	7 days from RFD	3 days from RFD	2 Days from RFD	1 Day from RFD

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 Timely MIS for customers	Text			Not Available	Occasional dealys	On time	Value added MIS	Customer delight
2 Supprt and Deliver increased/unplanned cusomter demands	Percentage			10	30	50	75	100