

Employee Name : Amol Waghmode
Goalsheet Approval Date : 28-Nov-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
Proper day to day job planning to be done.	Text			.	.	90% notifications to be completed in SAP	.	.
Ensure the equipment availability for production as per SNOP	Text			.	.	100% for all sections	..	.
Ensure availability of spares and services for reduction in down time.	Text			.	.	90% Availability within budget	.	.
Adherence to PM/CM schedule to avoid equipment failure	Text			.	.	95% for all functions	.	.
Ensure for completion of shut down jobs as per planned	Text			.	.	Shutdown jobs completed as per planning	.	.

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
Ensure completion of Self IDP.	Text			.	.	100% Completion	.	.
Conduct technical training session for departmental employees.	Text			.	.	1 Session	.	.
On job training to be provided to existing AC & OC employee	Text			.	.	90% people from department should be covered till March 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
Execution of approved MOC/cost reduction project	Text			.	.	Time line as agreed in MOC	.	.
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 lacs over last year	.	.
Cost saving in mechanical seal lapping over last year	Text			.	.	4 Lacs	.	.

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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
Health check of Pipe line/Major equipment to avoid premature failure.	Text			.	.	Mar-17	.	.
Arrangement for replacement of bottom ring header in Linde H2 plant reformer with new design support	Text			.	.	By End August	.	.
Arrangement for replacement of 2 nos bend tube of caloric reformer	Text			.	.	31-Dec	.	.
Major overhauling of Gas turbine to improve plant reliability in future	Text			.	.	By end Oct'2016 within 10 days	.	.
Arrangement for repairs of niton make valve in hydrogen recycle loop	Text			.	.	March-2017 subject to plant availability	.	.
Arrangement for retubing of surface condensor of old vacuum system	Text			.	.	Oct-16	.	.

KRA Category : People

KRA Weightage : 15 _

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Maintain manpower loss time due to accident.	Text			.	.	Zero Loss time	.	.
Accident prevention A) Emphasis for utilisation of proper PPEs prescribed by safety dept. B) Risk assessment to be done in specific manual	Text			.	.	100% PPE Usage 100% risk assessment to be done.	.	.

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
activities(other than routine).								
ISO 9001 documentation	Text			.	.	100% documentation	.	.
Elimination of all leakages,spillages of thermic fluid/steam/process fluid as per identified list in Fatty Alcohol Area	Text			.	.	Leakages to be attended as per plant availability	.	.