

Employee Name : AKASH VENGURLEKAR Manager's Name : AKASH VENGURLEKAR
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			Not Available	Not Available	90% notifications to be completed in SAP	Not Available	Not Available
2. Ensure the equipment availability for production as per SNOP	Text			Not Available	Not Available	100% for all sections	Not Available	Not Available
Ensure availability of spares and services for reduction in down time.	Text			Not Available	Not Available	90% Availability	Not Available	Not Available
Adherence to PM/CM schedule to avoid equipment failure	Text			Not Available	Not Available	95% for all functions	Not Available	Not Available
Ensure for completion of shut down jobs as per planned	Text			Not Available	Not Available	Shutdown jobs completed as per planning	Not Available	Not Available

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			Not Available	Not Available	100% Completion	Not Available	Not Available
On Job Training to be provided to existing AC and OC Employees.	Text			Not Available	Not Available	90% people from department should be covered till March 2017.	Not Available	Not Available
Conduct Training Session for departmental employees. I. Session on Mechanical seals	Text			Not Available	Not Available	1 session	Not Available	Not Available

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
Reduce repetitive failure of Mechanical Seals.	Text			Not Available	Not Available	Failure Reduced by 10% as compare to 2015/2016	Not Available	Not Available
Arrangement for retubing of Surface Condensor to Old Vacuum System.	Text			16/Dec	16/Nov	10/16	Not Available	Not Available
Health Checkup of Major Equipments and pipelines to avoid premature failure in Fatty Alcohol Plant Area	Text			Not Available	Not Available	03/17	Not Available	Not Available
Arrangement for strengthening of PVC water piping network and respective elements of Old Pastillator Belt.	Text			Not Available	Not Available	30/Nov	Not Available	Not Available
Arrangement for revamping of Alcohol Cooling Tower and modification of CPP Cooling Tower basin.	Text			Not Available	Not Available	31/Dec	Not Available	Not Available
Arrangement for replacement of 2 Nos. of bent tubes of Caloric Reformer	Text			Not Available	Not Available	31/Dec	Not Available	Not Available

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
Maintain manpower loss time due to accident.	Text			Not Available	Not Available	Zero Loss time	Not Available	Not Available
"Accident prevention A) Emphasis for utilisation of proper PPEs prescribed by safety dept. B) Risk assessment to be done in specific manual activities(other than routine)."	Text			Not Available	Not Available	" 100% PPE Usage 100% risk assessment to be done."	Not Available	Not Available
ISO 9001 documentation	Text			Not Available	Not Available	100% documentation	Not Available	Not Available
Elimination of all leakages, spillages of thermic fluid/steam/process fluid as per identified list in Fatty Alcohol Area	Text			Not Available	Not Available	Leakages to be attended as per plant availability	Not Available	Not Available

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
Execution of approved MOC/cost reduction project	Text			Not Available	Not Available	Time line as agreed in MOC	Not Available	Not Available
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			Not Available	Not Available	Saving of Rs 12 lacks over last year	Not Available	Not Available
Cost saving in mechanical seal lapping over last year	Text			Not Available	Not Available	4 lakhs	Not Available	Not Available