

Employee Name : SAGAR PANCHALManager's Name : SAGAR PANCHAL
Goalsheet Approval Date : 05-Dec-2016

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 compliance of IDP for the project team	Text			-	-	100%	-	-
Impart training session on Specialized & core areas	Text			-	2 hrs	6 hrs	16 hrs	24 hrs
Document/SOP/Standard preparation on Reliability Improvement at Taloja	Text			-	-	2	3	5

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
Minimum inventory by proper detail engineering/ proper BOM of each project	Text			-	>5%	5%	2%	1%
Saving on project by using existing stock/reducing store inventory, plant material, on Approved material budget cost	Text			1%	2%	5%	7%	10%
Implementation of logic automation to reduce cost & increase reliability and safety	Text			-	-	3 implementation	5 Implementation	8 Implementation

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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			"30.11.2016 (As per CAPEX date) with 20% more than Budggeted cost "	"30.10.2016 10% more than Budggeted cost "	"30.09.2016 (2 months early) with Budggeted cost "	"15.08.2016(2.5 months early)5% lower than Budggeted cost "	"01.08.2016 (3 months early)15% lower than Budggeted cost "
Steam Turbine generator project execution and commissioning completed on time and cost	Text			"9 Months from date of approval with 20% more than Budggeted cost "	"8 Months from date of approval with 10% more than Budggeted cost "	"7 Months from date of approval with Budggeted cost "	"6 Months from date of approval with 5% lower than Budggeted cost "	"5 Months from date of approval with10% lower than Budggeted cost "

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
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infrastructure & equipment"	Text			.	.	1	2	3
Loop Reactor Project to enhance capacity,Taloja, Instrument commissioning completed on time and cost	Text			.	" 35 days from date of approval with 10% more than Budggeted cost "	"1 Months from date of approval with Budggeted cost "	"20 days from date of approval with 5% lower than Budggeted cost "	"15 days from date of approval with10% lower than Budggeted cost "

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
Ensure zero reportable accident during project execution	Text			.	> 0	Zero reportable accident	.	.
Ensure the desired quality norms so that zero failure of wired Instruments within one year of project execution	Text			90% equipment	92.5% equipment	95% equipment	95% equipment	100% equipment
Conduct study on Reliability Improvement for Taloja Plant with maintenance & project team & create / implement	Text			.	Create 1 Ideas / projects	Create 2 Ideas / projects	Create 5 Ideas / projects	Create 8 Ideas / projects
Instrument performance to match its design specification	Text			.	.	100% of instruments	.	.

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
Relocation of PCP manufacturing facility - Estimation and costing (DFA plant, Utility, Saponification plant, Tankfarm)	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016
VEGA ESI 65 - New Product development - Estimation, Costing, Project proposal to be prepared for large scale production	Text			.	01.07.2016	15.07.2016	05.07.2016	25.06.2016
VEGA ETS - New Product development - Project estimation & costing, proposal to be prepared for large scale production.	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016
BITUMEN FACILITY at Sewree tankfarm- Estimation, costing, feasibility study, concept freezing	Text			.	31.07.2016	15.07.2016	30.06.2016	15.06.2016

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
FATTY ACID Distillation plant setup with splitting,ATFD, Hydrogenetaion plant, CPP, utilities and tank farm - Estimation and costing	Text			-	14.08.2016	31.07.2016	21.07.2016	15.07.2016
Sewree Mass flow Implementation -Project Proposal	Text			-	5 weeks	3 weeks	2 Weeks	-