

Employee Name : Mahesh Hindlekar
 Manager's Name : Anandrao Sangle
 Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 20

KRA Description : Project Cost saving/Quality improvement/ Safety standard follow

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
Cost saving on In house engineering for bitumen storage facility at sewree location (in lacs)	Value	40	2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Cost saving on In house engineering for VegaESI65 plant at taloja (in lacs)	Value		1.5	< 1.04	1.05 to 1.43	1.44 to 1.58	1.59 to 1.94	2.09
Cost saving by doing As built markup on piping isometrics for FAP 03D3 column modification pipe lines (in lacs)	Value		0.10	< 0.07	0.07 to 0.1	0.1 to 0.11	0.11 to 0.13	0.14
Minimize errors while preparing all kinds of drawings of New/Project Proposals	Percentage			10	8	6	4	2

KRA Category : Business

KRA Weightage : 20

KRA Description : Site Visits & Site Activities Durring up coming Projects at Different Locations & Preparation of Technical documents for Projects

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
Site visit at Daman Plant for As Built Drawing Preparation of J & J Floor Plans.	Text	20		NA	NA	On time as per Schedule	Within 7 days	Within 4 days
Preparation of Dettol Building Machinery Layout For Proposed Airjet & Monoblock Machines in Filling Area	Text	20		NA	NA	On time as per Schedule	Within 7 days	Within 4 days
As Built Floor Plans Drawings For Dettol Building. Modification work done as per required by Daman Plant Technical people.	Text	20		NA	NA	On time as per Schedule	Within 7 days	Within 4 days
Preparation of TCR for Projects. Visit for Equipment observation at vendor's location.	Text	20		NA	NA	On time as per Schedule	Within 7 days	Within 4 days
Site Visit at Sewree Tank Farm For Proposed Tank Farm Expansion Project.	Text	20		NA	NA	On time as per Schedule	Within 7 days	Within 4 days

KRA Category : Process**KRA Weightage : 15****KRA Description : Improvement In Job related Skill & Knowledge**

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
Training for Project Cost Estimation for Upcomming Projects	Text			NA	NA	3days training IH	4days training IH	5days training IH
Training for 3D software like PDMS or Cadison for preparing drawings as well as 3d models for our upcomming projects	Text			NA	NA	15days training IH	18days training IH	21days training IH
Training for Project Planing skill development while doing large budget or small budget projects	Text			NA	NA	3days training IH	4days training IH	5days training IH
Training for Process knowledge required for pfd, p&ids, Layouts. Site visit with consultant	Text			NA	NA	3days training IH	4days training IH	5days training IH

KRA Category : Business**KRA Weightage : 30****KRA Description : Execution of PCP & Other Projects**

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
Site Supervision work for Bitumen Storage facility expansion at Sewree on time	Date			30/Sep/2017	22/Sep/2017	15/Sep/2017	07/Sep/2017	01/Sep/2017
P&IDs, EQuipment Layouts & Piping Layouts for Bitumen Storage facility expansion at Sewree on time	Date			31/Aug/2017	22/Aug/2017	14/Aug/2017	10/Aug/2017	02/Aug/2017
PFDs & P&ID, Equipment Layouts making for VEGAESI noodle Plant at Taloja within days of instruction	Text			> 30 days	> 25 days	< 20 days	< 15 days	< 10 days
Site supervision/Execution for FAP Taloja 03D3 Column Modification Shut Down	Date			15/May/2017	10/May/2017	4/May/2017	30/April/2017	25/Apr/2017

KRA Category : People**KRA Weightage : 15****KRA Description : Training for Self Performance Improvement**

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
Self training is complied to the plan in IDP	Percentage	50		80	90	100	110	120
Attend training's related of project engg, technical aspects etc	Text	50		2 hrs/1 training	4 hrs/ 2 training	6 hrs/ 3 training	8 hrs/ 4 training	10 hrs/ 5 training

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

Employee Name	Manager's name	Employee ID	Year
Mahesh Hindlekar	Anandrao Sangle	10002969	2017-2018

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
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	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
1	Required training of MS Project	60	sandip.kundu@vvfltd.com?Sandip Kundu
2	Required 3d Cadison or PDMS Training (Modeling & Admin)	60	sandip.kundu@vvfltd.com?Sandip Kundu

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	
Project Status Comments	