

Employee Name : Rajhans WadekarManager's Name : Rajhans Wadekar
Goalsheet Approval Date : 21-Nov-2016

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
*3)Reduction of FAC & FIRE incident *	Percentage			20	23	25	28	30
2) SBO - 5/month/employee, HI - 5/month/employee	Text			Not Available	Not Available	Compliance	Not Available	Not Available
*4)OTIFQ within Budget- (Specific Projects) *	Text			Not Available	Not Available	100%	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
1)Quality level (MQ 17 figure, stretched 4.2 average of 16-17)	Text			4%	4.1%	4.2	Not Available	4.2(average)
*2)Audits by clients *	Text			Not Available	Not Available	Green	Not Available	Not Available
*3)Reduction in factory borne out customer complaints incl CPD *	Percentage			40	45	50	55	60
4) Customer feedback	Text			3	3.25	3.5	3.75	4

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) S&OP Compliance (Prod OTIF)	Text			94%	95	96%	97%	98%

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) Reduction in DFA conversion cost(% compared to last year average)	Percentage			1	3	5	6.5	8
2) Saving in RM/PM	Text			Not Available	Not Available	1 Crs	1.1 Crs	1.2 Crs
3)NPD OTIF	Percentage			93	94	95	97	98
4)SMOG Reduction (% from March 2016 figure)	Percentage			20	25	30	35	40

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)Employee engagement score improvement(from 2015-16 figure)	Percentage			8	9	10	11	12
*2)Multiskilling / Additional responsibility *	Text			1	1	2	3	4