

KRA Category : Business
KRA Weightage : 20 _

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
Per 1000 bottle MPC improve by 5% compared to budgeted target, JNJ - 0.76, DAL - 0.71, DHS - 2.06, CPD - 4.22 (based on current SKU's)	Text			3	4	5	6	7
Monitoring and control of wastages in DAL- bottle 0.5%, cap 1.0%, label 2.0% & in DHS bottle 0.3%, cap 0.5%	Text			excess 0.2%	excess 0.1%	Target	less 0.1%	less 0.2%
Internal / External audits w.r.t machinerries (Manufacturing & Packing)	Text			Red	Yellow	Green	Green	Green
IQ / OQ / PQ of PET line of DAL	Text			after 4 days	after 2 days	Targeted date	before 2 days	before 4 days

KRA Category : Customer
KRA Weightage : 20 _

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
Production OTIF (Exixting products)	Text			95	96	98	99	100
Production OTIF (New product development)	Text			92	94	96	98	100
Quality Level	Text			<4.5	4.5_5.0	5	5.1	5.2
Reduction in Consumer complaints,comapire to last yaer	Percentage			30	40	50	55	60

KRA Category : People
KRA Weightage : 20 _

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 to improve the level of the person up to proficiency	Text			1 person	2 person	3 person	4 person	5 person
To ensure all machines to have proper wiring and double earthings.	Text			<90%	90_100%	100%	100%	100%
Use of personal protective equipments while maintenance	Text			<90%	90_100%	100%	100%	100%
Machine should have proper safety guard in place	Text			<90%	90_100%	100%	100%	100%

KRA Category : Process
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
Adherence to Planned maintenance schedule for packing line machineries	Text			<80%	80_90%	90%	>90<95%	>95%
Upkeep of all packing machineries	Text			<90%	>90<95%	95%	>95<98%	>98%
Maintain the machine history card(Manufacturing and Packing Machines)	Text			<80%	80_90%	90%	>90<95%	>95%
Formation of quality circle / small group activity	Text			6	8	10	12	14