

10000177 Sandip Kundu

Employee Name : Sandip KunduManager's Name : Pramath Sanghavi

Goalsheet Approval Date : 17-Apr-2017

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	Actual achievement of year end	Appraisee comment on actual achievement
Ensure zero reportable accident during project execution	Text			.	> 0	Zero reportable accident	.	.	Achieved with zero accident	No reportable accident occurred during fatty acid bead and Bitumen projects
Ensure the desired quality norms so that zero failure of rotary equipment within one year of project execution	Text			90% equipment	92.5% equipment	95% equipment	97.5% equipment	100% equipment	100% quality maintained	No rotary equipment failed during this FY as per attached sheet
Conduct study on Reliability Improvement for Talaja Plant with maintenance & project team & create / implement	Text			.	Create 8 Ideas / projects	Create 10 Ideas / projects	Create 12 Ideas / projects	Create 15 Ideas / projects	13 ideas create on Reliability of static and rotary equipment	Conduct study of various front and method on Equipment reliability at taloja as per attached sheet

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	Actual achievement of year end	Appraisee comment on actual achievement
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	18.06.2016	For Guwahati location Completed before time . Mail attached
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	25.05.2016	Completed for Talaja location before schedule time. Attached mail for reference
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	16.06.2016	Completed. Mail attached for reference
BITUMEN STORAGE FACILITY at Sewree tankfarm- Estimation, costing, feasibility study, concept freezing	Text			.	31.07.2016	15.07.2016	30.06.2016	15.06.2016	On or before the schedule date	Completed with 15 revision because of frequent concept change
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	11.07.2016	Costing done for Indonesia on time. Refer mail attached

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	Actual achievement of year end	Appraisee comment on actual achievement
Ensure compliance of IDP for the project team	Text			.	.	100%	.	.	100%	100% done as per list
Impart training session on Specialized & core areas	Text			.	4 hrs	8 hrs	16 hrs	24 hrs	12 hrs	5 season of training arrange on pump, cooling tower operation and maintenance, welding technology, conditioning monitoring
Document/SOP/Standard preparation on Reliability Improvement at Talaja	Text			.	.	2	3	5	2 document	1 for Talaja and one for Sewree

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	Actual achievement of year end	Appraisee comment on actual achievement
Minimum inventory by proper detail engineering/ proper BOM of each project	Text			.	>5%	5%	2%	1%	less than 2 %	controlling by checking existing stock and accordingly design the system
Saving on project by using existing stock/reducing store inventory, plant material, on Approved material budget cost	Text			1%	2%	5%	7%	10%	5%	Bitumen project 7 lacs and Fatty acid bead it is 2.55 lacs. attached file
Saving on In-house engineering and inspection/ less utilization of consultant/ Third party	Text			.	<20% of specified activity	20% of specified activity	30% of specified activity	50% of specified activity	30% and above on average	2 visit on Bitumen project, 100% on Fire project and 3 visit on beads project saving of TPI

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	Actual achievement of year end	Appraiser comment on actual achievement
Fatty Acid beads project execution and commissioning completed on time and cost	Text			"30.11.2016 (As per CAPEX date) with 20% more than Budgeted cost "	"30.10.2016 10% more than Budgeted cost "	"30.09.2016 (2 months early) with Budgeted cost "	"15.08.2016(2.5 months early)5% lower than Budgeted cost "	"01.08.2016 (3 months early)15% lower than Budgeted cost "	24.09.2016	Completed on time after material delayed by one month and saving 10 % cost on Capex value.
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			"6 months after approval of drawings & 10% more than Budgeted cost "	"5 months after approval of drawings & 5% more than Budgeted cost "	"4 months after approval of drawings & Budgeted cost "	"3.5 months after approval of drawings & 5% lower than Budgeted cost "	"3 months after approval of drawings & 10% Budgeted cost "	4 months running	The warehouse 2 & 3 technically approved on end November2016 but the contractor not started the activities due to rate dispute. it was cleared on January 2017. IN progress
"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	1 project for NG utilization and 2 for New products in current set up	H2O2 product feasibility report prepared using NG and Vega ETS plant at Baddi Hydrogenation set up and ETS and Syndet plant Taloja set up. refer attachment
Bitumen Storage Project Phase 1	Text			15.03.2017	15.02.2017	15.01.2017	31.12.2016		commissioned on 21.03.2017	Delayed due to IBR material defect and IBR contractor mobilization. Also Business requirement came during March 2017 only.