

10000648 Mangesh Shirke

Employee Name : Mangesh Shirke Manager's Name : Pratik Mehta

Goalsheet Approval Date : 20-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
1) To develop new vendors (Manufacturer / Authroised Dealers) and ensure more than 1 vendor for critical items for better customer services and pricing	Text			1	2	3	4	5	12new vendor developed	5
2) Average PR to PO conversion time (For routine items) - to be counted from April-16	Days			12	11	10	9	8	NA	3
3) Average PR to P.O conversion time (For non routine items) - To be counted from April-16	Text			6 weeks	5.5 weeks	5 weeks	4.5 weeks	4 weeks	NA	3
4)No of open PR beyond 30 days of PR release date at the end of each month (To report and monitor every month)	Text			9	7	5	3	1	NA	3

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
Complying IDP for self- Enhancing skill level of self develop a framework to analyse trends, feedstock / industry analysis, articulating purchase strategy, monthly presentation in a structured manner, sharing info with team members, Excel training etc...	Text			None	None	Training + data (trends / feedstocks)	Training + data (trends / feedstocks) + show instances of atleast 2 improvements	Training + data (trends / feedstocks) + show instances of 3 improvements	NA	3
Complying self IDP	Text			None	None	Mar. 2017	Feb. 2017	Jan. 2017	NA	3

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	Appraisee comment on actual achievement
1) Cost Improvement through Negotiations, Value engineering, vendor led innovation and Cross functional cost saving (30%) - (Only Fresh CIP cases to be considered)	Text			< 21 L	>=21 L < 28.5 L	>=28.5 L < 31.5 L	>= 31.5 L < 38.7 L	>= 38.7 L	CIP 42.28lacs	5
2) To improve customer service for timely delivery of material as per PO terms by 40% from last year performance (10%)	Text			< 28%	>= 28 < 38 %	>= 38 < 42 %	>= 42 < 51 %	>= 51 %	% on time 56%	5

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
1. GST preparedness for Engineering Purchase. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			None	None	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16	1	1
2. Preparedness for the new business model sourcing in a GST scenario for Engineering Purchase	Text			None	None	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1 Apr	1	1

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
To take extra initiative (Not routine) for efficiency improvement, improved service to customer, cost improvement, security of supply	Text			Successful conversion to benefit oragnisation, 0 instance	Successful conversion to benefit oragnisation, 1 instance	Successful conversion to benefit oragnisation, 2 instance	Successful conversion to benefit oragnisation, 3 instance	Successful conversion to benefit oragnisation, 4 instance	Resale heaterpad and metal bar	5

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