

Employee Name : Vishwajeet Shrivastawa
Manager's Name : Aniruddha Bansod
Goalsheet Of Year: 2017-2018

KRA Category : Process

KRA Weightage : 15

KRA Description : Improve Plant Reliability

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
Improvement in Availability of Coal Heater Plant	Percentage			85	88	92	95	99
Improve Performance of CPP, Cooling Tower, Compressor	Percentage			85	88	92	95	99
Column Internals readying for Fatty Acid	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : People

KRA Weightage : 15

KRA Description : Training & Development

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
Ensure Completion of IDP of departement	Percentage			80	85	90	92	94
Completion of My IDPs	Percentage			80	85	90	92	94
Attending Technical Seminars	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78

KRA Category : Business

KRA Weightage : 40

KRA Description : Ensure Plant availability to meet the Production target & reduce maintenance costs

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
Ensure Plant availability for Production	Percentage			91	93	95	97	98
Control of overall Maintenance Budget for Plant	Percentage			99	97	95	93	91
Engineering Inventory Reduction	Value		25	< 17.25	17.5 to 23.75	24 to 26.25	26.5 to 32.25	34.75

KRA Category : Process

KRA Weightage : 15

KRA Description : Environment. Health and Safety

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
Lifting, Tools, Tackles, Certification as per Statuary schedule	Date			31/Dec/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017
PSV Testing and certification as per Schedule	Percentage			80	85	90	95	99
Preparation of Documentation for EHS/OHSAS 14000, 18000 : 2015 Audit	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : Customer

KRA Weightage : 15

KRA Description : Plant 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
Execution of Approved MOCs/CAPEX	Percentage			88	90	92	95	98
Downtime Reduction	Percentage			1	3	5	8	10
Completion of PM/CM activities	Percentage			80	85	90	95	99

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

Employee Name	Manager's name	Employee ID	Year
Vishwajeet Shrivastawa	Aniruddha Bansod	10003897	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	Need improvement in Communication
5	The Super Manager	Amit Sanas	2	Improve Managerial Effectiveness
6	Six Thinking Hats		1	Improve Vision
7	Art of Charm	Anant Pednekar	1	Improve convincing skills

*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			
2			

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	