

Employee Name : Ranajeet Desai  
Manager's Name : Rayomand Mirzan  
Goalsheet Of Year: 2017-2018

**KRA Category : Business**

**KRA Weightage : 40**

**KRA Description : Cost Savings & Inventory Control**

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 Cost Saving on Packaging Material (60 Lacs)	Text	50		<56L	?56L<75L	?75L<85L	?85L<104L	?104L
Inventory & SMOG reduction	Text	25		>17.5	?16.5<17.5	?15.5<16.5	?14.5<15.5	<14.5
Smooth Transition to GST	Text	25		<75	?75<80	?80<85	?85<90	?95

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description : Process**

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
Develop framework that supports buying - analyse trends, feedstock / industry analysis, monthly presentation in a structured manner, sharing info with team members with a latest updated common folder.	Text	50		1	2	3	4	5
To actively support engineering group on PM side & study various item & bring value addition	Text	50		1	2	3	4	5

**KRA Category : Customer**

**KRA Weightage : 25**

**KRA Description : OTIF & Customer CIP**

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
Achieving 96 OTIF with relation to timely deliver of Material	Text	40		<94%	?94%<95	?95%<97	?97%<98%	?98%
Proposal for Client CIP ( 2 clients)	Text	20		NA	NA	1	2	3
Vendor Quality Agreement & its support system	Text	40		NA	NA	March2018	FEB2018	Jan2018

**KRA Category : People**  
**KRA Weightage : 20**  
**KRA Description : People 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
Behavioral Trait : Sense of Responsibility/Ownership	Text	40		<6	?6< 7	?7<8	?8<9	?9
Premiumisation of DOY Portfolio through Packaging.	Text	30		NA	NA	March2018	Feb2018	Jan2018
Training to Team member on Technical job & Ownership	Text	30		NA	below 3	4	6	8

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

Employee Name	Manager's name	Employee ID	Year
Ranajeet Desai	Rayomand Mirzan	10000748	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 to improve Business communication

5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

\*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	Traing on Supply Management from premier Institute	7	External Faculty
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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	S. Kannan	6	31/Mar/2018		
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Sunil Singh	4	15/Mar/2018		

**Part C: Development through action learning projects**

<b>Project Title</b>	Premiumisation of DOY Portfolio through Packaging Innovation
<b>Review date</b>	Monthly
<b>Target end date</b>	31/Mar/2018
<b>Project scope</b>	Explore New Packaging options for Doy range which give value addition in terms of premium look and feel to the brand so as to trigger higgheer off take at the point of sale

<b>Project exclusions</b>	Continuation of current Packaging, Options which involve huge investment of CAPEX, Options of high lead time & MOQ
<b>Project deliverables</b> (Target at rating 3: good solid performance)	Feasible packaging with good Shelf throw & Product Appeal, Compatible with Current Product & extendable to future portfolio. Premium Feel, Higher Off take.
<b>What is the employee expected to learn from this project</b>	Team work, Cross functional learning.
<b>Reviewer(s) name</b>	Amarjit Mishra
<b>Project Status</b>	
<b>Project Status Comments</b>	