

Employee Name : Shridhar Madiboyina  
Manager's Name : Subrata Debnath  
Goalsheet Of Year: 2017-2018

**KRA Category : People**  
**KRA Weightage : 20**  
**KRA Description : training**

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
effective Communication skill	Days			5	4	3	2	1
Art of charm	Days			5	4	3	2	1

**KRA Category : Business**  
**KRA Weightage : 40**  
**KRA Description : C-Form collection**

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
C-Form Collection worth Rs.412 Cr	Days			150	120	100	90	75
H-Form Collection worth Rs.2.73 Cr	Days			150	120	100	90	75

**KRA Category : Customer**  
**KRA Weightage : 20**  
**KRA Description : Debit Notes**

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
Comparing physical debit notes with compiled list	Days			15	12	10	8	5
Forwarding Hard copies of debit notes to VVF Finance	Days			15	12	10	8	5

**KRA Category : Process**  
**KRA Weightage : 20**  
**KRA Description : GST details**

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
Collecting Gst Details Total 112	Days	90		15	12	10	8	6
collected GST details 107 out of 112	Days	10		15	12	10	8	6

vvf57e264fd8d3ef

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

Employee Name	Manager's name	Employee ID	Year
Shridhar Madiboyina	Subrata Debnath	10000630	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	
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			
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	