

10001249 SURESH PATEL

Employee Name : SURESH PATELManager's Name : Nikhil Shrivastava

Goalsheet Approval Date : 22-Apr-2017

**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 Co-ordination with Plant, minimizing number of break-down in a year due to technical problems.	Text			4	3	2	1	0	NA	NA
2 Material Balancing	Text			Yearly	Six Monthly	Quarterly	Monthly	Weekly	NA	NA
3 Co-ordination with Q.C. - Minimizing RM Rejection Rate from L.Y.	Text			0%	5%	10%	15%	20%	NA	NA

**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 + making suppliers also ready for the implications.	Text			Preparedness by April 2017	Preparedness by March 2017	Preparedness by Jan 17	Preparedness by Dec16	Preparedness by Nov 16	NA	NA

**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
1. Help Management to negotiate on reduced process cost in DO in comparison to Refining	Text			Providing inputs	Providing input : output cost	Providing comparative Table	Handle negotiation Independently	Convincing Maheswari Global for passing the credit of Oil Loss.	NA	NA

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. Drive Mustard CSR project in Gujarat	Text			Farmer and Vader alignment not done till Dec'2016	Farmer and Vader alignment not done till nov'2016	Obj alignment with Loreal, background work	Obj alignment with Loreal, village / farmer / ngo tieup	Pilot scale implementation	NA	NA

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) Ensure Kosher Compliance with RMO suppliers	Text			Kosher visit not done through out year	NA	Yearly	NA	NA	NA	NA