

Employee Name : SURESH PATEL
 Manager's Name : Nikhil Shrivastava
 Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 20

KRA Description : Mustard CSR project with Loreal and develop Vendor appraisal system & Kosher audit of Mustard DEO suppliers

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
Drive Mustard CSR project in Gujarat	Text	40		not avilable	Objective alignment with Loreal, background work	Obj alignment with Loreal, village / farmer / ngo tieup	Pilot scale implementation	Pilot scale implementation
Ensure Kosher compliance with Mustard DEO suppliers	Text	60		Yearly	Yearly	Yearly	Yearly	Yearly

KRA Category : Customer

KRA Weightage : 20

KRA Description : Monitor Change Over of MEO to DEO

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
Help Management to negotiate on reduced process cost in DEO in comparison to Refining	Text	50		Providing inputs	Providing input output cost	Providing comparative Table	Handle negotiation Independently	Convincing Maheswari Global for passing the credit of Oil Loss.
Maintain quality of Mustard DEO	Text	50		Ensure quality as per specification	Ensure quality as per specification	Ensure quality as per specification	Ensure quality as per specification	Ensure quality as per specification

KRA Category : Process

KRA Weightage : 40

KRA Description : Supervision of Mustard Oil Processing

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
Co-ordination with Plant, minimizing number of break-down in a year due to technical problems.	Text	40		five breakdown	four breakdown	three breakdown	two breakdown	one breakdown
Material Balancing of Mustard Oil	Text	20		not perform throughout a year	done twice in a year	done quarterly in a year	done monthly.	every fifteen days

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
Co-ordination with Q.C. - Minimizing RM Rejection Rate from L.Y	Text	40		10 %	8 %	6 %	4 %	0 %

KRA Category : Business

KRA Weightage : 20

KRA Description : CIP and Business cum supplier Implementation of GST & Monitor of Mustard oil Contract

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
GST Implementation and support to supplier	Text	40		80%	90%	95%	98%	100%
Monitoring and keeping records of all contracts of Expeller and Refined Oil	Text	60		95%	96%	97%	98%	100%

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

Employee Name	Manager's name	Employee ID	Year
SURESH PATEL	Nikhil Shrivastava	10001249	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	Ok
7	Art of Charm	Anant Pednekar	1	Ok

*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	Process knowledge on Erucic Acid in Taloja	4	shirish.rajadhyaksh@vvfltd.com?SHIRISH RAJADHYAKSHA
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	Beads of other fatty acid are excluded
Project deliverables (Target at rating 3: good solid performance)	

What is the employee expected to learn from this project	
Reviewer(s) name	Shirish Rajadhyaksh Dinesh Danav
Project Status	
Project Status Comments	