

10000718 Chandan Tare

Employee Name : Chandan TareManager's Name : Venugopal Menon

Goalsheet Approval Date : 17-Apr-2017

KRA Category : Process

KRA Weightage : 20 _

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	Appraiser comment on actual achievement
1 Monitoring of freight invoice payment using freight module in SAP .Create shipment cost every alternate day and release of Service P.O for the transport service for each vendor to enable payments in time.	Text			..	.	If shipment costs are created within 72 hrs after receiving the shipment number	If shipment costs are created within 48 hrs after receiving the shipment number	If shipment costs are created within 24 hrs after receiving the shipment number	48 hrs.	The shipment numbers are received from Zirakpur Mg on the next day of dispatch hence the shipment cost is created in SAP the next day i.e after receipt of shipment number.
2 Monitor diesel prices and provide rate revisions accordingly to enable correct invoicing and processing of payments for services rendered by the transporter	Text			.	.	Within 10 days	Within a week	Within 3 days	within 3 days	NA
3 Circulate monthly MIS on EX- Zirakpurs despatches to evaluate vendor performance	Text			.	.	Once a month, end of month	.	.	circulated every month	NA

KRA Category : People

KRA Weightage : 20 _

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	Appraiser comment on actual achievement
1 Ensure timely completion of IDP	Text			Mar 17	Feb 17	Jan 17	Dec_16	Nov16	NA	NA
Strengths based team building	Text			.	.	.	.	.	NA	NA
Strengths based team building	Text			.	.	.	.	.	NA	NA

KRA Category : Process

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. Reverse auction apple season : Reverse auction for all destinations for transportation Ex Zirakpur During the apple season (August -Dec)and regular season (Jan to March) & Development of new transporters ,and negotiations for incoming Raw materials to Baddi and outgoing FG from Daman	Text			<9 Lacs	>=9 < 10Lacs	>=10 <11Lacs	>=11 < 12 Lacs	>=12 Lacs	40.74lacs	NA

KRA Category : Customer
KRA Weightage : 20 _

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. Placement of vehicles within 24 hrs after ordering in Zirakpur, Daman & Tijjala	Text			>60 hrs	>48 <=60 hrs	>36 <=48 hrs>36 <=48 hrs	>24 <= 36 hrs	<24 hrs	91% in 24 hrs	NA
2. Receive & circulate vehicle tracking report evry alternate day	Text			5th day	4th day	3rd day	every 2nd day	alternate day	NA	NA