

Employee Name : Jayesh Menon
 Manager's Name : Jayesh Menon
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 25

KRA Description : Wipro Limited (Western India Palm Refined Oils Limited[4] or more recently#\$(IT)&*%

| 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 |
|---|------|---------------|-------|---------------------------------------|--|------------------------------------|---------------------------------------|--|
| Western India Products Limited[1]) is an Indian Information Technology Services corporation | Text | 49.55 | | headquartered in Bengaluru, India.[5] | in Amalner a small town in Jalgaon district by Mohamed Premji as 'Western India Products'. | @# In 2013, Wipro demerged its non | IT businesses into separate companies | to bring in more focus on independent businesses.[6] |
| Early formative years[edit] The company was incorporated on 29 December 1945, | Days | 50.45 | | 19 | 9.9 | 8 | 5 | 4 |

KRA Category : Business

KRA Weightage : 30

KRA Description : It was initially set up as a manufacturer of vegetable and refined oils in Amalner, Maharashtra, India under the trade names of Kisan, Sunflower and Camel.[1][7]

| 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 |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|
| | | | | | | | | |

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

| Employee Name | Manager's name | Employee ID | Year |
|---------------|----------------|-------------|-----------|
| Jayesh Menon | Jayesh Menon | 123456 | 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 | Sunil Katekari | 1 | This is mandatory |

| | | | | |
|---|-----------------------------------|------------------|---|---|
| | Safety * | | | |
| 3 | Prevention of Sexual Harassment * | | 1 | This is mandatory |
| 4 | Effective Communication Skills | Charles Carvalho | 2 | Typographical considerations |
| 5 | The Super Manager | Amit Sanas | 2 | |
| 6 | Six Thinking Hats | | 1 | Widows and orphans occur when the first line of a paragraph is the last line in a column or page, |
| 7 | Art of Charm | Anant Pednekar | 1 | 123 or when the last line of a paragraph is the first line of a new column or page. #\$\$@% |

*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 | A recent trendy idea in English is not to indent the first paragraph, but indent those that follow | 15.5 | |
| 2 | undefined | undefined | |

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 | undefined | undefined | undefined | | |
| 2 | Coaching through leader in own function for functional inputs | undefined | undefined | undefined | | |

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 | |