

Employee Name : Omprakash Bhole  
 Manager's Name : Aniruddha Bansod  
 Goalsheet Of Year: 2017-2018

**KRA Category : Business**

**KRA Weightage : 40**

**KRA Description : Effective & efficient management of day to day maintenance activity of plant to meet production target**

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
Proper day to day job planning to be done for Hydrogen,Tank farm,R &D,Admin,Security sections to reduce downtime.	Percentage			60	70	90	95	100
reduction in unscheduled downtime(compared to FY 16-17) for Hydrogen,Tank farm area.	Percentage			2	5	10	15	20
Ensure for completion of all shut down jobs in time.	Percentage			100	97	95	90	80
To Raise the spares and service PRF and follow up with vendor for timely delivery to ensure equipment availability for production and budget Monitoring.	Percentage			60	70	90	95	100
Ensure the QC to be done as per requirement for all equipment.	Days			20	15	7	5	3

**KRA Category : People**

**KRA Weightage : 15**

**KRA Description : Training and Development**

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
Ensure completion of Self IDP.	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Conduct technical training 1 session for departmental employees.	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Attending different technical seminars	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Conduct Technical Training sessions from OEM.	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78

**KRA Category : Process**  
**KRA Weightage : 15**  
**KRA Description : Plant Reliability Improvement**

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
Arrangement of Spring support for caloric bottom header as per Technical specification.	Date			31/Mar/2018	28/Feb/2018	30/Nov/2017	31/Oct/2017	30/Sep/2017
Preparation for Caloric super heater coil replacement.	Date			31/Mar/2018	28/Feb/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
Arrangement Procurement of interstate inter cooler of 06G1A compressor.	Date			31/Mar/2018	20/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Spares Arrangement for 02G1A compressor overhauling.	Date			15/Feb/2018	15/Jan/2018	15/Dec/2017	01/Nov/2017	15/Oct/2017

**KRA Category : Customer**  
**KRA Weightage : 15**  
**KRA Description : Environment,Health and Safety**

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
ISO 9000,14000 documentation and Audit Preparation to ensure No major NC	Percentage			90	93	95	97	100
Improve Vessel entry condition (Health & Safety Concern) in alcohol reactor	Date			31/Mar/2018	15/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017
Reduce the vibration in 02G3 recirculation and 02G1A recycle line.	Date			31/Mar/2018	01/Feb/2018	15/Jan/2018	30/Nov/2017	31/Oct/2017
Arrangement of new Lifting tools,tackles for ensure safe working.	Date			31/Mar/2018	31/Jan/2018	30/Nov/2017	31/Oct/2017	30/Sep/2017

**KRA Category : Business**  
**KRA Weightage : 15**  
**KRA Description : Cost Saving/Improvement**

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
Execution of approved MOC/cost reduction project	Percentage			60	70	80	90	100
Developemnt of alternate vendor for Hydrogen compressor spares.	Value		25	< 17.25	17.5 to 23.75	24 to 26.25	26.5 to 32.25	34.75
In house testing arrangement for compressor valve to reduce unnecessary costing in valve servicing.	Date			31/Mar/2018	15/Feb/2018	15/Dec/2017	15/Nov/2017	14/Oct/2017
Hydrogen Compressor Cooling water line rerouting to ensure proper heat transfer	Date			31/Mar/2018	15/Feb/2018	10/Jan/2018	15/Dec/2017	31/Oct/2017
Pastillator tanker New structure fabrication and fixing	Date			31/Mar/2018	15/Feb/2018	15/Dec/2017	15/Nov/2017	01/Oct/2017

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

Employee Name	Manager's name	Employee ID	Year
Omprakash Bhole	Aniruddha Bansod	10003683	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	lack in communication skill
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	Required to improvement

\*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	advance exel	2	External Faculty
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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					

**Part C: Development through action learning projects**

<b>Project Title</b>	
<b>Review date</b>	
<b>Target end date</b>	
<b>Project scope</b>	
<b>Project exclusions</b>	
<b>Project deliverables</b> (Target at rating 3: good solid performance)	
<b>What is the employee expected to learn from this project</b>	
<b>Reviewer(s) name</b>	
<b>Project Status</b>	

Project Status Comments	
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