5c3d49

Employee Name : Manager's Name : Goalsheet Approval Date : 26-Apr-2017

KRA Category : Process KRA Weightage : 15 \_

Key	Unit	KPI	Value	(1)	(2)	(3)	(4)	(5)	Actual	Appraisee
Performance	Orm	Weightage	Value	Unsatisfactor	Needs	Good Solid	Superior	Outstanding	achievement	comment on
Indicator		Wolginago		у	Improvement	Performance	Performance	Performance	of year end	actual
(KPI)				Performance	Improvement	1 Chomance	1 chomance	1 Chomance	or year end	achievement
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description Strengthing of	Text					Layout by Sept, 16			Please give at	fdfffffffffffffffffffffffffffffffffffff
Lighting arrestors	TEXT					& actions by Dec,	l ·	l ·	least 1 example	######################################
& layout						16			but not more than	ut not more than 2
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Fire/ Accident due	Text	+		+.		zero	ł	ł	Please give at	Please give at
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									impact created by	impact created by
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Electrical Safety	Text					2 nos & 75%			Please give at	Please give at
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·						2 Month			but not more than	but not more than
									2 examples that are meaningful.	2 examples that are meaningful.
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KRA Category : Business KRA Weightage : 40 \_

Indicator (KPI) Reformance Reform	Key	Unit	KPI	Value	(1)	(2)	(3)	(4)	(5)	Actual	Appraisee
Performance	Performance		Weightage		Unsatisfactor	Needs	Good Solid	Superior	Outstanding	achievement	comment on
Implementation of Condition Monitoring Schedule for motors & Panels   Condition Monitoring schedule for motors & Panels   Condition Monitoring schedule for motors & Panels   Corrective action to be taken on abnormality found in UM & PM   Condition Monitoring schedule for motors & Panels   Corrective action to be taken on abnormality found in UM & PM   Condition Monitoring schedule for motors & Panels   Condition Monitoring   Condition Monitorin	Indicator				У	Improvement	Performance	Performance	Performance	of year end	actual
Implementation of Condition Monitoring Schedule for motors & Panels   Condition Monitoring schedule for motors & Panels   Condition Monitoring schedule for motors & Panels   Corrective action to be taken on abnormality found in UM & PM   Condition Monitoring schedule for motors & Panels   Corrective action to be taken on abnormality found in UM & PM   Condition Monitoring schedule for motors & Panels   Condition Monitoring   Condition Monitorin	(KPI)				Performance	·				Ť	achievement
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to be taken on abnormalify found in CM & PM Service of the product											
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In CM & PM  Battery set health Battery set health Checkup, reliability improvement initiatives  Battery set health Condition Condition Monitoring Schedule for motors & Panels Condition Monitoring Schedule for motors & Panels Implementation of Preventive  Monitoring Schedule for motors & Panels Implementation of Preventive Monitoring Schedule for motors & Panels Implementation of Text  Te							days				
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testing Implementation of Preventive Maintenance schedule for Capacitor Text										schedule for	schedule for
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schedule for Capacitor Capacitor Thermal Imaging of all electrical panels by external expert and actions on observations (Subject to availability of installation of new equipents in present setup with the content of		TOXE					3070	·	·	Condition	
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Thermal Imaging of all electrical panels by external expert and actions on observations (Subject to availability of shutdown)  Support to other departments for installation of new equipents in present setup with											
of all electrical panels by external expert and actions on observations (Subject to availability of shutdown)  Support to other departments for installation of new equipents in present setup with		Text					Audit by June, 16				
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present setup with motors & Panels motors & Panels	installation of new									Monitoring	Monitoring
	limited budget									motors & Panels	motors & Panels

KRA Category : People KRA Weightage : 15 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactor y Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
Preparation of Rootcause Analysis report of breakdowns	Text					within 48hrs with different tools			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
Clean room area GMP certifiation of pestillator	Text					six monthly			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
Electrical inspector yearly compliance	Text					Oct, 16			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
Meeting Statutory compliance of walkey talkey	Text					March, 17			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
Lift inspector Yearly compliance	Text				-	Feb, 17			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
ISO 9001 documentation & compliance	Text					No NC & Smart reports			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns

KRA Category : People KRA Weightage : 15 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactor y Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
self IDP	Text					90%			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
Training attendance of Department employee	Text					Insure 8Hrs. Of training for each employee			Preparation of Rootcause Analysis report of breakdowns	Preparation of Rootcause Analysis report of breakdowns
Training to department employees	Text					2 trainings in year			Please give at least 1 example but not more than 2 examples that are meaningful. These examples can be of the same value or of different values. Not the number of examples that matter but the impact created by living that value that matters.	Please give at least 1 example but not more than 2 examples that are meaningful. These examples can be of the same value or of different values. Not the number of examples that matter but the impact created by living that value that matters.

### vvf57e264fd8d3ef

#### Rating Of Qualitative Goals

1. I feel my goals were very challenging and stretched because:

Answer:-Due to multiple projects and tasks being worked upon simultaneously meeting deadlines is a challenging task.

2. I have gone the extra mile to help my colleagues/team/organization by:

**Answer:**-From April till August 2017 supported the TA function as Yogita had moved out of it completely and the new resource joined in Aug 2017

3. I have lived the VVF values (Openness, Integrity, Respect, Trust, Innovation, Agility) in an exemplary fashion in the following way:

**Example1:-**Displayed agility by taking up tasks during the times team member is not available. Also for induction and on boarding, voluntarily took up tasks of seating arrangements in the absence of team member.

## Example2:-

4. I have demonstrated the VVF leadership competencies (Teamwork, Customer Orientation, Result Orientation, Developing self and team, Strategic thinking, Ownership and accountability) in the following way:

**Example1:**-Took ownership of ensuring that all training deputation requests are met with. Right from managing creation o vendor codes to ensuring payments to the vendors competed the tasks end to end.

### Example2:-

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

Employee Name	Manager's name	
Employee Code	Year	2016-2017

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	Program completed	Comments
1	Interperso nal skills	Amit Sanas	2	Interpersonal skills	Yes	KKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKKK
2	Advanced Communic ation skills( only AGM & above)	Charles Carvalho	2			
3	Effective time mana gement and execution	Amit Sanas	2			
4	Inspiratio nal Leadershi p (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environm ent Health and Safety	EHS Team	1	Ok	No	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	Yes	Please give at least 1 example but not more than 2 examples that are meaningful. These examples can be of the same value or of different values. Not the number of examples that matter but the impact created by living that value that matters.
8	Training on ISO 9001 &	ASHOKR AO PATIL	0.5			

	22000					
9	Good Ma nufacturin g Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Ok	Yes	Please give at least 1 example but not more than 2 examples that are meaningful. These examples can be of the same value or of different values. Not the number of examples that matter but the impact created by living that value that matters.
10	Influencin g skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	1			

<sup>\*</sup>Mandatory for all employees to attend this program

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	Program Completed	Reviews
1	Advance PPT Training	4	atul.mhatre@vvfltd. com?ATUL MHATRE	Yes	44444444444444444444444444444444444444
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	Mr. Jayesh Menon	4	30/12/2016	No	333333333 333333333333333 333333333333
2	Coaching through leader in own function for functional inputs		Array			

<sup>\*\*</sup>Mandatory for employees working at locations covered by the certifications

Part C: Development through action learning projects

Project Title	SPRUCE UP
Review date	25/12/2016
Target end date	30/03/2017
Project scope	Men Grooming Market in India – Overview. 2. Market Segments
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	NA
What is the employee expected to learn from this project	NA
Reviewer(s) name	Mr Jayesh Menon
Project Status	Completed
Project Status Comments	Please give at least 1 example but not more than 2 examples that are meaningful. These examples can be of the same value or of different values. Not the number of examples that matter but the impact created by living that value that matters.