

Employee Name : Shubhangi PawarManager's Name : Shubhangi Pawar
Goalsheet Approval Date : 16-Dec-2016

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
Technology upgrade-based on need and Fund availability *	Text			After 30 th March 2017	After 15th March 2017	On or before 01st March 2017	Before 01/02/2017	Before 01/01/2017
Closing of Audit observations *	Text			After 30 th March 2017	After 15th March 2017	On or before 01st March 2017	Before 01/02/2017	Before 01/01/2017
Managing the FM services *	Text			80	85	90	95	100
Maintenance of IT Asset inventory (hardware, networking & Software) *	Text			80	85	90	95	100

KRA Category : Business
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
1 Solutioning , Negotiation and Release of PO	Text			After 30/10/2016	After 15/09/2016	On or Before 15/08/2016	Before 07/08/2016	Before 01/08/2016
2 Installation and Config.of On Premise - Active Directory *	Text			After 30/10/2016	After 15/09/2016	On or Before 15/08/2016	Before 07/08/2016	Before 01/08/2016
3 PC on boarding to AD for all locations	Text			After 30/10/2016	After 15/09/2016	On or Before 15/08/2016	Before 07/08/2016	Before 01/08/2016

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
1 IT News letter & Hands on Training	Text		50	once in 6 months	once in 4 months	Once in 3 months	Once in 2 months	Once in 1 months
2 IT Technical Open House	Text		50	once in 6 months	once in 4 months	Once in 3 months	Once in 2 months	Once in 1 months

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

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
1 Managing the Firewall	Text			80	85	90	95	100
2 Maintaining Anti-Virus Server	Text			80	85	90	95	100
3 Software compliance and managing Kesaya *	Text			80	85	90	95	100