Employee Name : Subhash Govardhane
Manager's Name : Prasad Kale
Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 15
KRA Description : Internal customer satifaction by providing right quality/quntity Utilities

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
HP steam supply with required pressure & flow.& VAPOR boilers readiness.	Percentage	20		80	85	90	95	100
MP steam supply with required pressure & flow. Readiness of IAEC boiler.	Percentage	20		80	85	90	95	100
Thermic fluid system (CPP) readiness	Percentage	20		80	85	90	95	100
"D.M.Water supply - New D.M.Plant - Old D.M.Plant "	Percentage	20		80	85	90	95	100
Cooling Tower operation and readiness	Percentage	20		80	85	90	95	100

KRA Category : Business
KRA Weightage : 40
KRA Description : Supply of utilities (24 x 7) to meet SNOP 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
1. Specific consumption of Gas turbine to be maintain 325 SCM/MWH	Text	50		335	330	325	320	315
2. Maintain Coal fired heaters efficiecy 76 % & Thermic fluid heater Thermal efficiency TP 45 A,B & C 91%	Percentage	20		87	88	89	90	91
3.Maintain HRSG heat transfer efficiecy 96% & Steam boiler efficiency SM 30 & SM 50 - 88%	Percentage	10		92	93	94	95	96
4. VAM Chilled water supply temp 5 Deg C with 275 TR	Text	10		7	6.5	6	5.5	5.5
5 Nitrogen plant reciver pressure 4 kg/cm2 & purity- 99.5%. & Instrment Air dew point -38 Deg C	Percentage	10		99.1	99.2	99.3	99.4	99.5

KRA Category : Process
KRA Weightage : 15
KRA Description : Process PM compliance , housekeeping,Audit compliance for QMS,EMS and OHSHAS

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
Process PM completion	Percentage	50		60	70	80	90	100
No any observations due to poor housekeeping	Text	20		4	3	2	1	0
Minimum NCs in audit(internal & external)	Text	30		8	6	4	2	0

KRA Category : People
KRA Weightage : 15
KRA Description : Training & 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
1. Multiskilling of operators	Text	50		4	6	8	10	12
2.Training of new comers and all executives for internal mgmt systems	Text	50		1	2	3	4	6

KRA Category : Business
KRA Weightage : 15
KRA Description : Government liasoning and EHS

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
zero incidents	Text	30		4	3	2	1	0
Reporting Unsafe conditions in utility	Text	30		1	2	3	4	5
1.All boilers getting inspected from Director of Boiler on or before due date	Text	40		4 missed	3 missed	2 missed	1 missed	0 missed

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

Employee Name	Manager's name	Employee ID	Year
Subhash Govardhane	Prasad Kale	10003790	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	
5	The Super Manager	Amit Sanas	2	It is new for me
6	Six Thinking Hats		1	It is new for me
7	Art of Charm	Anant Pednekar	1	To become a charming personality

*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			
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					
2	**Coaching** through leader in own function for **functional** inputs					

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	