

Employee Name : Vikas Gaikwad Manager's Name : Vikas Gaikwad  
Goalsheet Approval Date : 24-Nov-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
Project - Create a robust database for Inventory Management system systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text			<.0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days
2. Inspirational Leadership	Text			Mar 17	Feb 17	Jan 17	Dec 16	Nov 16

**KRA Category : Business**  
**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. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			na	na	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov16
2. Readiness for the new business model sourcing in a GST scenario and give feedback with evidence of scenario basis of Raw materials to team leader/team member by showing benefits	Text			na	na	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1 Apr

**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. Actual Cost Saving on Packaging Material (7 Lacs)	Text			< 5 L	>=5 L < 6 L	>=6 L <8 L	>=8 L <9 L	>=9 L
2. Achieving 97.5 OTIF with relation to timely deliver of Material	Text			<96	>=96<97	>=97<98	>=98<99	>=99

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 : 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
Support to Oleo Engineering Purchase.by sharing Past data / explaining its basis / and assisting negotiation where required	Text			1	2	3	4	5