Employee Name : Sanjay Gharge
Manager's Name : Ramadhi Sen
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 20
KRA Description : Manpower 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
Preparation of training Calendar on Skill Matrix	Text	25		Feb.18	Jan.18	Dec.17	Nov.17	Oct.17
Imparting Training as per calendar.	Text	50		Feb.18	Jan.18	Dec.17	Nov.17	Oct.17
Multiskilling/ Additional Responcibility	Text	25		Feb.18	Jan.18	Dec.17	Nov.17	Oct.17

KRA Category : Customer
KRA Weightage : 20
KRA Description : WORLD CLASS SERVICES

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
OTIF PRODUCTION	Text	25		98	99	100	100	100
Q.L. LEVEL	Text	25		4.5	4.8	5.0	5.1	5.2
AUDIT BY CLIENT	Text	25		RED	AMBER	GREEN	GREEN	GREEN
REDUCTION IN FACTORY BORNE OUT CUSTOMER COMPLAINT	Percentage	25		20	30	40	45	50

KRA Category : Process
KRA Weightage : 20
KRA Description : FLAWLESS EXECUTION

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
NPD OTIFQ	Text	20		90	95	100	100	100
FAC Reduction	Percentage	20		40	45	50	51	52
Fire Incident Reduction	Percentage	20		40	45	50	51	52
Work Permit Compliance/Audit	Text	20		90	95	100	100	100
SBO, HI - 3 / Month	Text	20		90	95	100	100	100

KRA Category : Business
KRA Weightage : 40
KRA Description : E2E COMPETITIVE COST

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
To improve line utilization potential v/s Actual over last year	Percentage	25		15	20	25	28	30
SNOP plan compliance	Percentage	25		85	90	95	96	97
Improving Direct manpower incremental 5% through improving productivity and deployment of manpower in line with SNOP planning , Line automation.Improving Manpower utilisation.	Percentage	25		2	3	5	6	7
RM consumption (Bulk Yield)	Text	25		92	93	94	95	96

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

Employee Name	Manager's name	Employee ID	Year
Sanjay Gharge	Ramadhi Sen	10004010	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	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

*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	Coaching	1 or 2	
2			

<u>*Note: Part B and Part C are to be filled by only AGM and above employees.*</u>

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	