

KRA Category : Business

KRA Weightage : 15 _

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	Actual achievement of year end	Appraisee comment on actual achievement
Increase >20% NC sku contribution	Text			58%	59%	60%	61%	62%	68%	target -60%
Increase Doy Transparent volume	Text			40%	45%	52%	55%	60%	39	target-50 tonnes

KRA Category : People

KRA Weightage : 15 _

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	Actual achievement of year end	Appraisee comment on actual achievement
Andhrapradesh penetration plan/Andhrapradesh entry	Text			28 Feb 2017	31 Jan 2017	31 Dec 2016	30 Nov 2016	31 Oct 2016	plans proposed	awaiting for approval

KRA Category : Customer

KRA Weightage : 15 _

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	Actual achievement of year end	Appraisee comment on actual achievement
JO Value	Text		35	0.91	0.93	1.27	1.4	1.72	2.26	JO ABP-1.32,ACVT-171%
Doy Care Value	Text		46	1.15	1.17	1.6	1.77	2.17	1.15	DOY CARE ABP-1.67,ACVT-69%
Doy kids	Text		10	0.1	0.1	0.14	0.15	0.18	0.14	DOY KID ABP-0.14,ACVT-100%
BSHW	Text		9	0.26	0.26	0.36	0.4	0.49	0.27	BS ABP-0.38,ACVT-71%
Doy facewash	Text			0.06	0.06	0.09	0.1	0.12	0.09	FW ABP-0.09,ACVT-100%

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	Actual achievement of year end	Appraisee comment on actual achievement
Doy transparent	Text			0.13	0.13	0.17	0.19	0.24	0.21	ABP-0.18,ACVT-117%
total	Text			2.61	2.65	3.63	4.01	4.92	4.12	ABP-3.78,ACVT-109%
fill rate(current 60%)	Percentage			51.75	52.50	72.00	79.50	97.50	80%	target-70%

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	Actual achievement of year end	Appraisee comment on actual achievement
JO Value	Text		63	7.43 crores	7.54 crores	10.33 crores	11.41 crores	13.99 crores	12.5	JO ABP-10.77,ACVT-116%
Doy Care Value	Text		27	3.11 crores	3.16 crores	4.33 crores	4.78 crores	5.87 crores	3.68	DOY CARE ABP-4.51, ACVT-82%
Doy kids	Text		6	0.19 crores	0.19 crores	0.27 crores	0.29 crores	0.36 crores	0.24	DOY KID ABP-0.28, ACVT-86%
Doy transparent	Text		4	0.54 crores	0.55 crores	0.76 crores	0.84 crores	1.03 crores	0.87	DT ABP-0.79,ACVT-110%
Bacter shield	Text			0.19 crores	0.19 crores	0.26 crores	0.29 crores	0.35 crores	0.08	BS ABP-0.27,ACVT-30%
BSHW	Text			0.3 crores	0.3 crores	0.41 crores	0.46 crores	0.56 crores	0.26	HW ABP-0.50,ACVT-52%
Doy facewash	Text			0.06 crores	0.06 crores	0.09 crores	0.1 crores	0.12 crores	0.12	FW ABP-0.11,ACVT-109%
total	Text			11.82 crores	11.99 crores	16.45 crores	18.17 crores	22.28 crores	17.75	TOTAL ABP-17.22 ,ACVT-104%

KRA Category : People

KRA Weightage : 15 _

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	Actual achievement of year end	Appraisee comment on actual achievement
1 TLSD Average Lines per day (%)-(current 36 lines to 47 lines)	Text			36	38	40	43	47	43	target-47 lines
2 Productivity per day (%)-(current 36 pcs to 47pcs)	Text			36	38	47	50	52	36	With norm 2 products-1 pc
3 Increase Penetration Doy Transparent	Text			12000.00	13000.00	15000.00	16000.00	17000.00	24100	target-begining 17000, later-27000 as per september-dec activity
4 Increase Penetration BSHW (in lacs)-(current 4000 to 5200 outlets)	Text			0.0276	0.0280	0.0384	0.0424	0.0520	4200	target-5200n

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

Employee Name	Govindadas Ramdas	Manager's name	Khushroo Forbes
Employee Code	10003193	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	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2	The various data can be used in different ways for better understanding/decision	No	The same has not been conducted/attended
6	Environment Health and Safety *	EHS Team	1	Ok	No	not attended being outstation
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	No	not attended being outstation
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Ok	No	not attended being outstation

	**						
10	Influencing skills	Internal TBD	2				
11	Strengths based team building	Charles Carvalho	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	Program Completed	Reviews
1				undefined	undefined
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	Not Completed
Project Status Comments	The Andhrapradesh plans have been shared with Boss.Awaiting for approval.