

Employee Name : ROHIDAS NINAWEManager's Name : ROHIDAS NINAWE
Goalsheet Approval Date : 02-Dec-2016

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
planning & execution of routine plant maintenance activities for Taloja Plant	Text			80%	85%	90%	95%	100%
Planning & execution of plant Shutdown activities for Taloja Plant	Text			-	-	Match with production planning	before 5 hrs	before 8 hrs.
Overall cost saving in ABP 2016-17 For R & M- Civil Taloja location.	Text			-	-	with approved ABP	3% Saving on current ABP	5% saving on ABP
Premansoon and Temporary Shed work for Taloja Plant	Text			-	-	On Time	Before 5 days	Before 10 Days.

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
1. Ensure Quality standard- Concrete Crushing Strength	Text			80%	90%	100%	115%	125%
2. Defect liability of constructions	Text			6 Months	9 Months	1 year	1 Year 3 months	1 Year 6 months
3. Standardization & improvement of quality management	Text			-	-	Mar_17	Feb_17	Jan_17
4.Maintain documentation with centralized records	Text			-	-	100%	-	-
5. Safety compliance & zero reportable accidents	Text			-	-	100%	-	-

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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
Bitumen facility at Sewree location-Pre-engineering,Estimation costing.	Text			-	12.08.2016	28.07.2016	12.07.2016	26.06.2016
Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant	Text			-	15.08.2016	25.07.2016	17.07.2016	10.07.2016
VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production.	Text			-	01.08.2016	12.07.2016	04.07.2016	22.06.2016
VEGA ETS - New Product development - Project proposal to be prepared for large scale production.	Text			-	15.07.2016	28.06.2016	18.06.2016	09.06.2016
Costing for Indonesia Project	Text			-	20.07.2016	10.07.2016	09.07.2016	08.07.2016

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
Fatty Acid beads project execution and commissioning completed on time and cost	Text			"Before Equipment Erection 20.08.2016 After Equipment ertction 31.08.2016 6% more than Budggeted cost"	"Before Equipment Erection 10.08.2016 After Equipment ertction 30.08.2016 4% more than Budggeted cost "	"Before Equipment Erection 30.07.2016 After Equipment ertction 25.08.2016 Budggeted cost "	" Before Equipment Erection 15.07.2016 After Equipment ertction 20.08.2016 4% lower than Budggeted cost "	"Before Equipment Erection 30.06.2016 After Equipment ertction 15.08.2016 6% lower than Budggeted cost"
Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost	Text			"6 Months from approved drawings Budggeted cost "	"5 Months from approved drawings Budggeted cost"	"4 Months from approved drawings Budggeted cost "	"3.5 Months from approved drawings 5% lower than Budggeted cost "	"3 Months from approved drawings Budggeted cost "
Up- gradation Fire protection system at Daman facility	Text			"8 Months 20% more than Budggeted cost"	"7 Months 10% more than Budggeted cost "	"6 Months Budggeted cost "	"5 Months 3 % lower than Budggeted cost "	"4 Months 5 % lower than Budggeted cost "
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infracture & equipment"	Text			-	-	1	2	3

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
Ensure compliance of IDP as per attached Sheets.	Text			-	-	100%	-	-
Impart training session on Specialized & core areas to VVF GET & within project team	Text			-	4 hrs	2 Hrs	4 hrs	6 hrs

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
Safety & Work permit Process Training for contract worker.	Text			-	-	1	2	3