

Employee Name : Dhananjay Kelkar
 Manager's Name : Vijay Rao
 Goalsheet Of Year: 2017-2018

KRA Category : Business
KRA Weightage : 50
KRA Description : fatty acid sales on all india basis

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
volume FATTY ACID SALES QTY 32889 MT	Units	30	32889	< 22693.41	23022.3 to 31244.55	31573.44 to 34533.45	34862.34 to 42426.81	45715.71
GC	Value	50	6550	< 4519.5	4585 to 6222.5	6288 to 6877.5	6943 to 8449.5	9104.5
COLLECTION	Days	20		30	15	10	7	1

KRA Category : People
KRA Weightage : 15
KRA Description : DISTRIBUTOR AGREEMENT

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
finalization OF DISTRIBUTOR AGREEMENT	Date			31/Jul/2017	20/Jul/2017	15/Jul/2017	10/Jul/2017	01/Jul/2017
Sales Of VVF product in SARRC countries (mt).	Weight		80	< 55.2	56 to 76	76.8 to 84	84.8 to 103.2	111.2

KRA Category : People
KRA Weightage : 15
KRA Description : RBNQA- CUSTOMER FOCUS

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
customer Centric activity (Voice Of Customer & customer Engagement)	Text			FEB 18	JAN 18	DEC17	NOV17	OCT 17
readiness of the	Text			NA	NA	MARCH 18	NA	NA

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
application for RBNQA								

KRA Category : Customer

KRA Weightage : 20

KRA Description : Building Marketing analytical capabilities in Your Area

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
Market Size / Share / Stike Rate	Text			Half Yearly	Quartely	monthly	forenighly	weekly
Customer Engagement Survey , develop Robust review, administrative Key Learning	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
New Customer development	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Regained Customer	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

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

Employee Name	Manager's name	Employee ID	Year
Dhananjay Kelkar	Vijay Rao	10000723	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	
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*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	