

10001459 AMRITAVA

Employee Name : AMRITAVA Manager's Name : SHYJU KURIYINETH

Goalsheet Approval Date : 20-Apr-2017

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	Actual achievement of year end	Appraisee comment on actual achievement
1) Saving in R&M budget by developing local vender for spare parts	Text			.	.	5%	6%	7.00%	NA	NA
2) Reduction in over consumption of BOPP film	Text			.	.	2%	5.00%	7%		
3) Give Away	Text			.	.	0.70%	0.50%	0.30%		

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	Actual achievement of year end	Appraisee comment on actual achievement
1) Successor planning for L-1	Text			.	.	1 Person	2	3	4	Trained Nirmal and boby as maintenance activity successor
2) Multiskilling of technician "	Text			.	.	30%	35%	40%		Trained 3 new people from production for maintenance activities

KRA Category : Customer

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
1) Planned c/o time	Text			.	.	5 hrs	4 hrs	.	NA	1.No changer over in tooth paste plant due to no production targets, 2, No change over in Soap Finishing plant, no other variant than kefee, so change over was not required
2) PM schedule compliance	Text			.	.	100%	100%	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
3)Increase MTBF	Text			.	.	3%	4%	5%	5	OTIF production is full in Green Soap Noodles and Kefee soap
4)Availability of critical spare parts	Text			.	.	100%	100%	100%	5	critical spare for noodle plant and soap finishing are available, No delay in maintenance due to unavailability of spares
2) QL	Text			3.2	3.4	3.6	3.8	4		

KRA Category : Process
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	Actual achievement of year end	Appraisee comment on actual achievement
"1) OTIF within Budget "	Text			.	.	100%	100%	100%	5	NA
"2) Strengthen Engineering Practices to promote better quality, reliability and safety in soap and tooth paste plant "	Text			.	.	Green	Green	Green		
3)Reduction in first Aid cases	Text			.	.	1	0	0	5	No major accident happened