

Employee Name : Shubhangi Pawar
 Manager's Name : Jayesh Menon
 Goalsheet Of Year: 2017-2018

KRA Category : Process
KRA Weightage : 30
KRA Description : be 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
eat veg	Units	50	32.05	< 22.11	22.44 to 30.45	30.77 to 33.65	33.97 to 41.34	44.55
sleep early	Weight	20	110	< 75.9	77 to 104.5	105.6 to 115.5	116.6 to 141.9	152.9
wake early	Ratio	10		4:5	8:71	16:2	11:77	23:1
jogging	Percentage	10		12.53	29	38.89	54	72.6
go for work	Text	10		take bike keys	go to office	park @parking area	check handle lock	petrol lock @OFF state

KRA Category : Business
KRA Weightage : 30
KRA Description : do welll

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
pack well	Units		56.251	< 38.81	39.38 to 53.44	54 to 59.06	59.63 to 72.56	78.19
dispatch	Text			take proper	insert in box	wrap it up	call courier wala to dispatch	dispatch it
ask money for dispa tch	Days			7	5.6	4	2	1
enjoy	Value		986532	< 680707.08	690572.4 to 937205.4	947070.72 to 1035858.6	1045723.92 to 1272626.28	1371279.48

KRA Category : Customer
KRA Weightage : 20
KRA Description : customer is a god

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
oh goddddd	Days			24	13	9	5.6	1
insult customer	Weight		10	< 6.9	7 to 9.5	9.6 to 10.5	10.6 to 12.9	13.9

KRA Category : People
KRA Weightage : 20
KRA Description : Care ursrlf

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
eat healthy	Date			31/Mar/2018	21/Feb/2018	02/Jan/2018	20/Dec/2017	11/Oct/2017
stray healthy	Percentage			99.985	32	80	65.450	2

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

Employee Name	Manager's name	Employee ID	Year
Shubhangi Pawar	Jayesh Menon	147258	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	for business [point of view}

5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	To stay H@ppy

*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	Relaxation program	15/month	vadiraj.ekkundi@vvfltd.com?V adiraj Ekkundi
2	Laughing program	all d@ys	vidyadhar.parab@vvfltd.com? Vidyadhar Parab

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	