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
Training people in plants on cGMP	Text			150 man hours of training	200 man hours of training	250 man hours of training	275 man hours of training	300 man hours of training

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
Identify and audit crtical RM & PM vendors on the selected audit parameters.	Text			50 % of major vendors are covered by March 2017	60 % of major vendors are covered by March 2017	70 % of major vendors are covered by March 2017	80 % of major vendors are covered by March 2017	90 % of major vendors are covered by March 2017
Any Critical " A " rating found during the audit to be complied by Supplier within 3 months of the audit findings.	Text			Closure of critical findings within 5 months of audit	Closure of critical findings within 4 months of audit	Closure of critical findings within 3 months of audit	Closure of critical findings within 2 months of audit	Closure of critical findings within 1 months of audit
Identifying and Monitoring the Key Parameters annually for all critical RM & PM .	Text			Compliance to one identified critical parameters annually	Compliance to two identified critical parameters annually	Compliance to all identified critical parameters annually	Identify additional test parameters to improve qaulity	Identify additional test parameters to improve quality and cost effectiveness

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
Halal registration to be renewed before Jan 2017 for Keefee USA supplies	Text			By March 2017	By Feb. 2017	By Jan 2017	Adding 1 more product for HALAL certification	Adding 2 more products for HALAL certification
Renewal of Drug GMP for Daman for 2017	Text			By Nov. 2016	By Oct 2016	By Sept. 2016	By Aug 2016	By July 2016
Artwork compliance to all CMB & CPD as per Drugs & Cosmetics	Text			6 working days	5 working days	4 working days	3 working days	2 working days
Ensure that Quality & Regulatory Audit is conducted for Baddi, Daman & Tiljala at aleast on annual basis	Text			No audit conducted	No audit conducted	one audit /year/site	two audit /year/site	three audit /year/site
Any Critical " A " rating found during the audit	Text			Closure of critical finding within 5 months	Closure of critical finding within 4 months	Closure of critical finding within 3 months	Closure of critical finding within 2 months	Closure of critical finding within 1 month

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
to be complied within 3 months of the audit findings.				of audit	of audit	of audit	of audit	of audit

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
Timley FDA product registraions for all new products for CMB & CPD customers to attain 100 % OTIFF	Text			Baddi : 6 weeks Daman : 16 weeks	Baddi : 5 weeks Daman : 14 weeks	Baddi : 4 weeks Daman : 12 weeks	Baddi : 3 weeks Daman : 10 weeks	Baddi : 2 weeks Daman : 8 weeks
Artwork compliance for CMB & CPD New products as per D & C requirements to attain 100 % OTIFF	Text			6 working days	5 working days	4 working days	3 working days	2 working days
Support and advice to R & D for claim substantiation and regulatory inputs on new projects.	Text			Response given in 10 working days	Response given in 8 working days	Response given in 7 working days	Response given in 6 working days	Response given in 5 working days