

Employee Name : Subrata Debnath  
Manager's Name : Pratyaya Chakrabarti  
Goalsheet Of Year: 2016-2017

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description : Ensure all Sytem readiness for GST ( IT ) ( PCP Business ) & Long Term Mfg Startegy**

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 GST Readiness for base business	Text			Not Available	Not Available	Sept 16	Not Available	Not Available
2 Financial Modeling scenario -Long term manufacturing Strategy	Text			Not Available	Not Available	Sept 16	Not Available	Not Available
3 Finalization of Capex. proposal of new site post March 2018	Text			Not Available	Not Available	Dec 16	Not Available	Not Available
4 Process of debit note for FG not lifting by Customers( as per aagreed norms )	Text			Not Available	Not Available	7th	Not Available	Not Available

**KRA Category : Business**

**KRA Weightage : 40**

**KRA Description : Common Goal**

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 Sales Volume Target	Text			Not Available	Not Available	Solid _45187 MT Liquids_ 697 Lakhs Bottle	Not Available	Not Available
2.Cost improvement programmes (in Rs crores)	Text			Not Available	Not Available	Not Available	Not Available	Not Available
3.EBITDA	Text			Not Available	Not Available	56 Crores	Not Available	Not Available
4. NPD Despatch OTIF	Text			Not Available	Not Available	95%	Not Available	Not Available
6.Customer Feedback survey (ontime & Quality) on a scale of 5	Text			3.5	3.75	4	4.1	4.2
7.Overall Despatch OTIF	Text			Not Available	Not Available	90%	Not Available	Not Available

KRA Category : People  
KRA Weightage : 15  
KRA Description : Business Performance

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 Successful achievement of IDP projects of Direct report (5%)	Text			Not Available	Not Available	Dec 16	Not Available	Not Available
2 Develop Rakhee to independently run Oil Blend meeting partnering with Oil buying team	Text			Not Available	Not Available	Oct 16	Not Available	Not Available
*3 Develop Trainee for CPD Business independent responsibility as per expectation from business. "	Text			Not Available	Not Available	Oct 16	Not Available	Not Available

KRA Category : Business  
KRA Weightage : 15  
KRA Description : Value Addition ,Analytics C form Collection

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 Value Addition	Text			Not Available	Not Available	10 Lakhs	Not Available	Not Available
2 Analytics of Business results (part of benchmarking ,ABP Tracking ) and follow-up for recovery plan	Text			Not Available	Not Available	15th	Not Available	Not Available
3 C form Collection ( upto 14-15 -95% )	Text			Not Available	Not Available	525 Crores	Not Available	Not Available

KRA Category : Customer  
KRA Weightage : 15  
KRA Description : Not Available

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 . CPD Monthly Schem Evaluation before rolling Out	Text			Not Available	Not Available	Last week of Every Month	Not Available	Not Available
2. Estimated PNL Visibility rolling quarter	Text			Not Available	Not Available	Last week of Every Month	Not Available	Not Available

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
3.Products Wise NC Tracking	Text			Not Available	Not Available	7th of the following month	Not Available	Not Available

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

Employee Name	Manager's name	Employee ID	Year
Subrata Debnath	Pratyaya Chakrabarti	10002947	2016-2017

*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	Good Manufacturing Practices (GMP +) and cGMP **	ASHOKRAO PATIL	0.5	

\*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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs				Yes	Discussed

2	Coaching through leader in own function for functional inputs				Yes	Discussed
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**Part C: Development through action learning projects**

<b>Project Title</b>	
<b>Review date</b>	
<b>Target end date</b>	
<b>Project scope</b>	
<b>Project exclusions</b>	
<b>Project deliverables</b> (Target at rating 3: good solid performance)	
<b>What is the employee expected to learn from this project</b>	
<b>Reviewer(s) name</b>	
<b>Project Status</b>	Completed
<b>Project Status Comments</b>	Part -I New Bactershield Soap development-has been completed -Commercial Production will start in May 2017. Part-II- New Category Identification done ( Face, Body,Hand & Foot,Head , Mouth & Institution House hold.)