

Employee Name : Yogesh Choudhari
 Manager's Name : Dr. Rajesh Rao
 Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 25
KRA Description : NPD

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
Evaluation of E wax 100/200/300	Text			Not completed	No Vendor qualification	2 RM provider vendor for E wax 100 and 300 also for E wax 200 RM and FG Spec Finalization before July 2017 and Stability Before Dec 2017	3 RM provider vendor for E wax 100 and 300 also support on E wax 200 for PP commercial Batches	3 RM provider vendor for E wax 100 and 200 and 300 by March and commercial specification revision if required
Maintainance of system & procedure related product code, RM/FG Spec, SOP Generation, Analytical method SOP	Text			Not completed	Ongoing process, not completed	Ongoing process, March 2018	Ongoing process, Jan 2018	Ongoing process, Dec 2017

KRA Category : People
KRA Weightage : 25
KRA Description : Stability Testing and Lab Documentation

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
Safety management in lab, Documentation and related lab safety operation look out	Text			Not Completed	Ongoing process, More than 2 NC	Ongoing Process, Not More than 2 NC	Ongoing Process, Not More than 1 NC	Ongoing Process, No NC
VEGA E TS - Packaging input of product, Transist trial inputs, Specification Modification (RM/FG), 2 Vendor Qualification	Text			Not Completed	Aug 2017	July 2017	15 July 2017	June end

KRA Category : Process
KRA Weightage : 25
KRA Description : NPD

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
Alkyl Poly Glucoside: Internal / External Sample analysis & Specification Study. Stability study if required	Text			Not Completed	Analytical Inputs not done within 15 days by submission of samples	Analysis of lab sample and stability study by jan 2018	Dec 2017 Analytical Inputs within 15 days by submission of samples	March 2018 Complete deta of all the parameters in RM / FG spec. Vendor Qualification
Agro related APG	Text			Not Completed	Aug 2017	Analysis of lab sample	Dec 2017 Analytical	March 2018 Complete

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
blending and analysis, Stability Study if required						and stability study by jan 2018	Inputs within 15 days by submission of samples	data of all the parameters in RM / FG spec. Vendor Qualification

KRA Category : Business

KRA Weightage : 25

KRA Description : New Product Development

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
Agro Initiative for new product (13 Products)	Text			Not Completed	Completed after August end	RM / FG / TDS and PDS by June 30	TDS / MSDS and PDS for commercial Level August 30	TDS / MSDS and PDS for commercial Level July
Stability studies of new developed products (13 Products) after standard process finalisation and freezing.	Text			Not Completed	Mar 2018	Feb 2018	Jan 2018	Dec 2018

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

Employee Name	Manager's name	Employee ID	Year
Yogesh Choudhari	Dr. Rajesh Rao	10003928	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	To understand peoples and their views
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

*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	Interpersonal Skills	1	amit.sanas@vvfltd.com?Amit Sanas
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	