

Employee Name : Ranajeet Desai
 Manager's Name : Rayomand Mirzan
 Goalsheet Of Year: 2016-2017

KRA Category : Process
KRA Weightage : 15
KRA Description : Process

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
Develop framework that supports buying - analyse trends, feedstock / industry analysis, monthly presentation in a structured manner, sharing info with team members with a latest updated common folder	Text	100		NA	data trends (trends / feedstocks)	data (trends / feedstocks) + show instances of atleast 2 improvements	Training + data (trends / feedstocks) + show instances of 3 improvements	Training + data (trends / feedstocks) + show instances of 4 improvements

KRA Category : Customer
KRA Weightage : 15
KRA Description : Service

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 Achieving 97.5 OTIF with relation to timely deliver of Material	Text	100		<96	>=96<97	>=97<98	>=98<99	>=99

KRA Category : Business
KRA Weightage : 15
KRA Description : GST Preparedness

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 preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text	50		NA	NA	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16
2. Preparedness for the new business model sourcing in a GST scenario	Text	50		NA	NA	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1Apr

KRA Category : People
KRA Weightage : 15
KRA Description : IDP

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
Project - Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text	67		<0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days
Inspirational Leadership	Text	33		Mar 17	Feb 17	Jan 17	Dec 16	Nov 16

KRA Category : Business
KRA Weightage : 40
KRA Description : Financial 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. Actual Cost Saving on Packaging Material (42.5 lacs)	Text	50		<30L	>=30L <40L	>=40L <45L	>=45L <55L	>=55L
2. Proposal for Client CIP	Text	50		1	2	3	4	5

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

Employee Name	Manager's name	Employee ID	Year
Ranajeet Desai	Rayomand Mirzan	10000748	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	ASHOKRAO PATIL	0.5	This is mandatory

	cGMP **			
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*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	Traing on Supply Management from premier Institute	7	External Faculty
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	S. Kannan	6	31/Mar/2018	Yes	Coaching on various matter more than 3 Times.
2	Coaching through leader in own function for functional inputs	Sunil Singh	4	15/Mar/2018	Yes	During Monthly meet mentoring the Market dynamics & other relative terminology

Part C: Development through action learning projects

Project Title	Premiumisation of DOY Portfolio through Packaging Innovation
Review date	Monthly
Target end date	31/Mar/2018
Project scope	Explore New Packaging options for Doy range which give value addition in terms of premium look and feel to the brand so as to trigger higger off take at the point of sale

Project exclusions	Continuation of current Packaging, Options which involve huge investment of CAPEX, Options of high lead time & MOQ
Project deliverables (Target at rating 3: good solid performance)	Feasible packaging with good Shelf throw & Product Appeal, Compatible with Current Product & extendable to future portfolio. Premium Feel, Higher Off take.
What is the employee expected to learn from this project	Team work, Cross functional learning.
Reviewer(s) name	Amarjit Mishra
Project Status	Completed
Project Status Comments	Able to save 1.1 days Inventory as against last Year.