

Employee Name : PARTHA BANERJEE

Manager's Name : Anant Pednekar

Goalsheet Of Year: 2017-2018

KRA Category : Process

KRA Weightage : 25

KRA Description : IMPROVED CULTURE BUILDING THROUGH HR 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
PERFORMANCE MANAGEMENT PROCESS : 100% QUALITY CHECK OF JMC IDP'S	Percentage			50	60	80	90	100
PERFORMANCE MANAGEMENT PROCESS - CASCADE & ADHERENCE OF NEW AMENDMENTS ACCROSS ORGANIZATIONS.	Percentage			50	60	80	90	100
IMPROVEMENT OF EE BY ENHANCING TRANSPARENCY AND MORALE OF EMPLOYEES.	Text			50% COMPLETION OF THE FOCUSED AREA	60% COMPLETION OF THE FOCUSED AREA	80% COMPLETION OF THE FOCUSED AREA	90% COMPLETION OF THE FOCUSED AREA	100% COMPLETION OF THE FOCUSED AREA

KRA Category : Customer

KRA Weightage : 25

KRA Description : IR ACTIVITIES BASED ON DEMANDING SITUATION LEADING TO ZERO MANDAYS LOST.

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
IR INTELLIGENCE.	Text			LOSS OF MANDAYS.	LOSS OF MANDAYS.	LOSS OF ZERO MANDAYS.	LOSS OF ZERO MANDAYS.	LOSS OF ZERO MANDAYS.
OPTIMIZATION OF COST OF BC AT TILJALA	Text			NO IMPROVEMENT IN OOC OF BC COMPARED TO 16/17	SOME IMPROVEMENT IN OOC OF BC COMPARED TO 16/17	APP	10% IMPROVEMENT OVER PLAN	20% IMPROVEMENT OVER PLAN
FINALIZATION OF MOS FOR THE ASSOCIATE CADRE. TO BE EFFECTIVE FROM 1ST APRIL 2018.	Text			MOS NOT BEING FINALIZED.	FINALIZATION BY 30/06/2018	FINALIZATION BY 31/03/2018	FINALIZATION BY 28/02/2018	FINALIZATION BY 31/01/2018

KRA Category : Business

KRA Weightage : 30

KRA Description : TO ENSURE 100% STATUTORY COMPLIANCES TOWARDS SMOOTH BUSINESS OPERATIONS.

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
COMPLIANCE WAY FORWARD	Text			FACTORY PLAN ISSUE TO BE CLOSED BY 30.06.2018	FACTORY PLAN ISSUE TO BE CLOSED BY 30.04.2018	FACTORY PLAN ISSUE TO BE CLOSED BY 31.03.2018	FACTORY PLAN ISSUE TO BE CLOSED BY 31.01.2018	FACTORY PLAN ISSUE TO BE CLOSED BY 31.12.2017
COMPLIANCE RELATED TO AUDIT	Text			NC	NC	NIL MAJOR NC	NIL NC	NIL NC

KRA Category : People

KRA Weightage : 20

KRA Description : ENHANCING DEVELOPMENT OF EMPLOYEES LEADING TO ENHANCEMENT OF ORGANIZATION EFFECTIVENESS.

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
MULTISKILLING & MULTITASKING OF ASSOCIATE CADRE EMPLOYEES AT TILJALA. PLANT HEAD TO APPROVE DATA & RECORDS OF TRAINING.	Text			20% INTERDEPARTM ENTAL, SOAP NOODLE/NEXT 1 SOAP/JO SOAP	30% INTERDEPARTM ENTAL, SOAP NOODLE/NEXT 1 SOAP/JO SOAP	50% INTERDEPARTM ENTAL, SOAP NOODLE/NEXT 1 SOAP/JO SOAP	75% INTERDEPARTM ENTAL, SOAP NOODLE/NEXT 1 SOAP/JO SOAP	80% INTERDEPARTM ENTAL, SOAP NOODLE/NEXT 1 SOAP/JO SOAP
COMPLETION OF IDP OF SELF	Text			30/04/2018	31/03/2018	28/02/2018	31/01/2018	31/12/2017
TRACK & COMPLETE IDP OF JMC'S AT TILJALA	Text			30/04/2018	31/03/2018	28/02/2018	31/01/2018	31/12/2017

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

Employee Name	Manager's name	Employee ID	Year
PARTHA BANERJEE	Anant Pednekar	10001464	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		2	

5	Getting Things Done		1	
6	The Super Manager	Amit Sanas	2	
7	Six Thinking Hats		1	
8	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			
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	