

Employee Name : Jayesh Menon
Manager's Name : Jayesh Menon
Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 15
KRA Description : 111111111111111111111111111111

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
aaaaaaaaaaaaaaaa aaaaaaaaaa	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
bbbbbbbbbbbbbbbbbb bbbbbbbbbbbbbb	Weight		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17

KRA Category : People
KRA Weightage : 15
KRA Description : 2222222222222222222222222222

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
cccccccccccccccccc cccccccc	Weight		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
dddddddddddddddddd dddddddddddddd	Days			55	44	33	22	11

KRA Category : Process
KRA Weightage : 30
KRA Description : 444444444444444444444444444444

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
gggggggggggggggggg gg	Weight		44	< 30.36	30.8 to 41.8	42.24 to 46.2	46.64 to 56.76	61.16
hhhhhhhhhhhhhhhhhh hhhhhhhh	Units		55	< 37.95	38.5 to 52.25	52.8 to 57.75	58.3 to 70.95	76.45

KRA Category : Business
KRA Weightage : 40
KRA Description : 33333333333333333333333333333333

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
eeeeeeeeeeeeeeeeeeee eeeeeeeeeeeeeeee	Value		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
eeeeeeeeeeeeeeeeeeee eeeeeeeeeeeeeeee	Units		4	< 2.76	2.8 to 3.8	3.84 to 4.2	4.24 to 5.16	5.56

vvf57e264fd8d3ef

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

Employee Name	Manager's name	Employee ID	Year
Jayesh Menon	Jayesh Menon	123456	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	Prasanna Purushothaman	1	
5	Getting Things Done	Prasanna Purushothaman	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	