

Employee Name : PRASANNA BEHERA
Manager's Name : Nilesh Gosavi
Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 40

KRA Description : Different dimensions of targets are reduce cost, increase revenue, imrove quality, reduce time, increase efficiency

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
Achieving 97.5 OTIF with relation to timely deliver of Material	Percentage			94	95	96	97	98
Achieve RM inventory of 20 days	Days			21	20	19	18	17
Achieve PM inventory of 15 days	Days			16	15	14	13	12

KRA Category : People

KRA Weightage : 20

KRA Description : Supplier Managementy & New Supplier 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
Monthly stock reconciliation of Raw and Packing material with respect to procurement , consumption and stock Every Month	Days			7	6	5	4	3
Monthly monitoring and Controll of Complaints in all incoming materials	Text			More than 15	10	8	6	4

KRA Category : Process

KRA Weightage : 20

KRA Description : Process and Cost improvement

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
Introduce vendor rating for identified vendors as per sop	Date			30/Nov/2017	31/Dec/2017	31/Jan/2018	28/Feb/2018	31/Mar/2018
Pursue cost improvement / saving ideas for VVF or Client	Value		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

KRA Category : Customer

KRA Weightage : 20

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
Overall OTIF 78 for DAMAN unit	Percentage			76	78	80	82	84
Pursue cost improvement / saving ideas for VVF or Client	Percentage			10	13	15	17	20

vvf57e264fd8d3ef

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

Employee Name	Manager's name	Employee ID	Year
PRASANNA BEHERA	Nilesh Gosavi	10002235	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	i feel my communication skill is little poor
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	