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

KRA Category : Business
KRA Weightage : 20
KRA Description : over the Internet and mobile networks. After registering to use the site, users can create a user profile indicating their name, occupation, schools attended and so on.

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
Users can add other users as "friends", exchange messages, post status updates and digital photos, share digital videos and links, use various software applications ("apps"),	Percentage			00	66.40	99.99	105	82.30
and receive notifications when others update their profiles or make posts. Additionally, users may join common-interest user groups organized by workplace, school,	Date			31/Mar/2018	24/Feb/2018	27/Jan/2018	30/Dec/2017	25/Nov/2017
hobbies or other topics, and categorize their friends into lists such as "People From Work" or "Close Friends". In groups, editors can pin posts to top. Additionally,	Weight		83	< 57.27	58.1 to 78.85	79.68 to 87.15	87.98 to 107.07	115.37
users can complain about or block unpleasant people. Because of the large volume of data that users submit to the service, Facebook has come un@der scrutiny for its privacy policies.	Value		154	< 106.26	107.8 to 146.3	147.84 to 161.7	163.24 to 198.66	214.06

KRA Category : People
KRA Weightage : 15
KRA Description : What Do You Think - Is Quality A Shared Responsibility?

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
Facebook is an American for-profit corporation and an online social media and social networking service based in Menlo Park, California. The Facebook website was laun-ched on February 4, 2004,	Date			01/Apr/2017	06/May/2017	03/Jun/2017	01/Jul/2017	05/Aug/2017
by Mark Zuckerberg, along with fellow Harvard College students and roommates, Eduardo Saverin, Andrew McCollum, Dustin Moskovitz, and Chris Hughes.[5][6]	Ratio			4:10	5:12	1:5	1100:4	22:7

KRA Category : Customer
KRA Weightage : 15
KRA Description : The founders had initially limited the website's membership to Harvard students; however, later they expanded it to higher education institutions in the Boston area, the Ivy League schools, and Stanford University.

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
Facebook gradually added support for students at various other universities, and eventually to high school students as well. Since 2006, anyone who claims to be at least 13 years o	Days			20	15	10	5	0
Id has been allowed to become a registered user of Facebook, though variations exist in the minimum age requirement, depending on applicable local laws.[7] The Facebook name comes from the face book directories often given to United Sta-tes university students.[8]	Units		99.099	< 68.38	69.37 to 94.14	95.14 to 104.05	105.04 to 127.84	137.75
Facebook may be accessed by a large range of desktops, laptops, tablet computers, and smartphones	Ratio			1:1	2:2	3:3	4:4	5:5

KRA Category : Process
KRA Weightage : 30
KRA Description : Facebook makes most of its revenue from advertisements which appear onscreen, marketing access for its customers to its users and offering highly selective advertising opportunities.[9]

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
Facebook, Inc. held its initial public offering (IPO) in February 2012, and began selling stock to the public three months later, reaching an original peak market capitalization of $104 billion.	Text	40		&%fdhbh__M(IOS)	N.A	3.44444444444444444 444444444444444444 444444444444444444 444444444444444444 444444444444444444 4444444444444444	22/7*100	Not Applicable
On July 13, 2015, Facebook became the fastest company in the Standard & Poor's 500 Index to reach a market cap of $250 billion.[10] Facebook has more than 2 billion monthly active users as of June 2017.[11][12]	Units		45.54	< 31.42	31.88 to 43.26	43.72 to 47.82	48.27 to 58.75	63.3
As of April 2016, Facebook was the most popular social networking site in the world, based on the number of active user accounts.[13]	Weight		45.54	< 31.42	31.88 to 43.26	43.72 to 47.82	48.27 to 58.75	63.3
Facebook classifies users from the ages of 13 to 18 as minors and therefore sets their profiles to share content with friends only.[14]	Value		54.45	< 37.57	38.12 to 51.73	52.27 to 57.17	57.72 to 70.24	75.69
2003–2006: Thefacebook, Thiel	Text			&%fdhbh__M(IOS)	N>AA	3.44444444444444444 444444444444444444	22/7*100	Not Applicable

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
investment, and name change						4444		

KRA Category : People
KRA Weightage : 20
KRA Description : Zuckerberg wrote a program called "Facemash" in 2003 while attending Harvard University as a sophomore

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
According to The Harvard Crimson, the site was comparable to Hot or Not and used "photos compiled from the online facebooks of nine Houses,	Days			28	21	14	7	1
placing two next to each other at a time and asking users to choose the "hotter" person".[15] Facemash attracted 450 visitors and 22,000 photo-views in its first four hours online.[16	Date			03/Apr/2017	05/Jun/2017	08/Aug/2017	04/Oct/2017	06/Dec/2017

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

Employee Name	Manager's name	Employee ID	Year
Monica Sadafule	Jayesh Menon	456789	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	The Facemash site was quickly forwarded to several campus group list-servers, but was shut down a few days later by the Harvard administration. Zuckerberg faced

				expulsion and was charged by the administration with breach of security,
5	Getting Things Done		1	violating copyrights, and violating individual privacy. Ultimately, the charges were dropped.[15] Zuckerberg expanded on this initial project that semester by creating a social study tool ahead of an art history final exam.
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	Management	10.5	bhushan.singh@vvfltd.com?Shashibhushan Singh
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	