

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

KRA Category : Process
KRA Weightage : 25
KRA Description : ffffff

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	Midyear Review Status	Employee Comments
				1:1	2:2	3:3	4:4	5:5		

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	Midyear Review Status	Employee Comments
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	Needs Attention	In the middle of the 13th century, Venetian bankers began to trade in government securities. In 1351 the Venetian government outlawed spreading rumors intended to lower the price of government funds.
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	Needs Attention	Bankers in Pisa, Verona, Genoa and Florence also began trading in government securities during the 14th century. This was only possible because these were independent city-states not ruled by a duke
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	Needs Attention	In the 17th and 18th centuries, the Dutch pioneering several financial innovations that helped lay the foundations of modern financial system.[30][31][32][33]
users can complain about or block unpleasant people. Because of the large volume of data that users submit to the service, Facebook has come under 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	Completed	but a council of influential citizens. Italian companies were also the first to issue shares. Companies in England and the Low Countries followed in the 16th century.

KRA Category : Business
KRA Weightage : 15
KRA Description : iuyiyu

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	Midyear Review Status	Employee Comments
yuly	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95		
yuiuy	Weight		6	< 4.14	4.2 to 5.7	5.76 to 6.3	6.36 to 7.74	8.34		

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	Midyear Review Status	Employee Comments
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 launched on February 4, 2004.	Date			01/Apr/2017	06/May/2017	03/Jun/2017	01/Jul/2017	05/Aug/2017	Needs Attention	corporate shareholders. In the early 1600s the Dutch East India Company (VOC) became the first company in history to issue bonds and shares of stock to the general public.[34]
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	Needs Attention	As Edward Stringham (2015) notes, "companies with transferable shares date back to classical Rome, but these were usually not enduring endeavors

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	Midyear Review Status	Employee Comments
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	Completed	NA
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 States 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	Needs Attention	and no considerable secondary market existed (Neal, 1997, p. 61)."[35] The Dutch East India Company (founded in the year of 1602) was also the first
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	Nearing Completion	joint-stock company to get a fixed capital stock and as a result, continuous trade in company stock occurred on the Amsterdam Exchange.

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	Midyear Review Status	Employee Comments
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		&%fdhbm(IOS)	N.A	3.4444444444444444 4444444444444444 4444444444444444 4444444444444444 4444444444444444 4444444444444444 4444444444444444 4444444444444444 444444	22/7*100	Not Applicable	Nearing Completion	undefined
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	Needs Attention	Because these men also traded with debts, they could be called the first brokers. A common misbelief[citation needed] is that, in late 13th-century Bruges, commodity traders gathered
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	Completed	NA
Facebook classifies users from the ages of 13 to 18 as minors and therefore sets	Value		54.45	< 37.57	38.12 to 51.73	52.27 to 57.17	57.72 to 70.24	75.69	Completed	inside the house of a man called Van der Beurze, and in 1409 they became the "Brugse

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their profiles to share content with friends only.[14]										Beurse", institutionalizing what had been, until then, an informal meeting,
2003–2006: Thefacebook, Thiel investment, and name change	Text			&%fdhbm(IOS)	N>AA	3.4444444444444444 4444444444444444 4444444444444444	22/7*100	Not Applicable	Needs Attention	but actually, the family Van der Beurze had a building in Antwerp where those gatherings occurred

KRA Category : People

KRA Weightage : 20

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

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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	On Track	undefined
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	Nearing Completion	NA

456789

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	Program Status	Comments
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory	Select	
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory	Select	

3	Prevention of Sexual Harassment *		1	This is mandatory	Select	
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	Employee Comments
1				NA
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 Status	Employee Comments
1	Coaching through leader in own function for functional inputs				Select	
2	Mentoring through leader in own function for behavioural inputs				Select	

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 Comments	
Project Status	On Track
Project Status Comments	

Question	Employee's Comments	Manager's Comments
1) What went well in the last quarter?		
2) What could have been better?		
3) What support or resource you require?		