

Employee Name : Ketan Patel
Manager's Name : MRUDANG VACHHARAJANI
Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 25

KRA Description : Zero Mandays lost on account of Industrial Relations

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	25		0	0	Loss of Zero Man days	0	0
Improvement in Admin facilities	Text	25		0	0	Min 3 initiatives	Initiatives above 3	0
Recruitment against PRF for replacement	Text	25		0	0	within timeline	1 week before timeline	2 week before timeline
Provide Manpower as per requirement	Text	25		0	0	As per guideline	0	0

KRA Category : Business

KRA Weightage : 30

KRA Description : Business

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			0	0	Adhere time line for all returns / licence as per act	0	0
Compliance related to Audits	Text			0	0	NIL Major NC	Minor NCs to be Neutralised within 15 days	0
Reduction in Plant HR OH	Text			0	0	10% w.r.t. FY 2016 17	15% w.r.t. FY 2016 17	0

KRA Category : People

KRA Weightage : 20

KRA Description : Organisational Effectiveness by enhancing development of employees

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1)	(2)	(3)	(4)	(5)
				Unsatisfactory Performance	Needs Improvement	Good Solid Performance	Superior Performance	Outstanding Performance
Completion of Plant IDP	Text	35		Less than 70%	Less than 80%			