Employee Name : Manas Kawale
Manager's Name : Subhash Govardhane
Goalsheet Of Year: 2017-2018

KRA Category : Process
KRA Weightage : 15
KRA Description : Cost saving & Improvement in Utility section

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
G.T. Chilled water line Control valve provision work	Date	20		14/Mar/2018	15/Feb/2018	14/Dec/2017	31/Oct/2017	17/Sep/2017
G.T run on island mode	Value	20	16	< 11.04	11.2 to 15.2	15.36 to 16.8	16.96 to 20.64	22.24
Air line interconnetion from coal to cpp and stopping CPP air compressor	Value	20	1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Cost saving ideas	Text	20		0	0	1	2	3
Minimum NG Imbalance	Text	20		1 lakh	75000	50000	25000	0

KRA Category : Customer
KRA Weightage : 15
KRA Description : Operation of utilities with Maximum output

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
HP steam supply with required pressure & flow.& VAPOR boilers readiness.	Text	30		Supply pressure below 50 kg/cm2	Supply pressure between 50 to 50.9 kg/cm2	Supply pressure between 52 to 52.9 kg/cm2 & Flow 5 TPH & witin 8 hrs of notice for VAPOR boiler.	Supply pressure between 53 to 53.9 kg/cm2 & Flow 5 TPH & witin 8 hrs of notice for VAPOR boiler.	Supply pressure above 53 kg/cm2 & Flow 5 TPH & witin 6 hrs of notice for VAPOR boiler.
MP steam supply with required pressure & flow. Readiness of IAEC boiler	Text	30		Pressure below 9 Kg/cm2 with required flow	Pressure below 10 Kg/cm2 with required flow	Pressure below 11 Kg/cm2 with required flow	Fatty Alcohol plant 6.5 TPHat 11 kg/cm2 and Fatty Acid plant (CPP) 7 TPH at 10.5 kg/cm2 & Within 8 hrs of notice MP steam supply from IAEC boiler	Pressure above 12 Kg/cm2 and within 06 hrs of notice MP steam supply from IAEC boiler
Cooling Tower operation	Text	20		Ph 6 to7 coc 6	Ph6.5 to 7 coc 7	Ph7 to8 coc 6	Ph 7to8 & COC between 4 to 6	Ph 7to8 & COC between 4 to 5
D.M.Water supply	Text	20		New D.M. Plant flow 30 m3/hr.with OBR 780 M3 Old d.m.plant 10 m3/hr with OBR 180 M3	New D.M. Plant flow 30 m3/hr.with OBR 790 M3 Old d.m.plant 10 m3/hr with OBR 190 M3	PH 7.5 to 8.5 ConductivityLess than 10 micro semen Silica less than 0.02 ppm New D.M. Plant flow 30 m3/hr.with OBR 800 M3 Old d.m.plant 10 m3/hr with OBR 200 M3	New D.M. Plant flow 30 m3/hr.with OBR 810 M3 Old d.m.plant 10 m3/hr with OBR 210 M3	New D.M. Plant flow 30 m3/hr.with OBR 820 M3 Old d.m.plant 10 m3/hr with OBR 220 M3

KRA Category : People
KRA Weightage : 15
KRA Description : Safety & housekeeping In Department & training of utility associate cadre

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
Proper Hosekeeping in Utility area	Text	20		Rating 5 to 6	Rating 6 to 7	Rating 7 to 8	Rating 8 to 9	Rating 9 to 10
Minimum incident in Utility area	Text	30		4	3	2	1	0
Identifying Unsafe act and condition within dept.	Text	30		2	3	4	5	6
training of New employees	Days	20		180	150	120	90	60

KRA Category : Business
KRA Weightage : 40
KRA Description : Supply of utilities (24 x 7) to meet SNOP target

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
Maintain G.T. specific N.G. Consumption sheet	Text	20		335	330	325	320	315
Maintain Coal fired heaters efficiecy 76 % & Thermic fluid heater Thermal efficiency TP 45 A,B & C 91%	Text	20		72	73	74	75	76
Maintain HRSG heat transfer efficiecy 96% & Steam boiler efficiency SM 30 & SM 50 - 88%	Percentage	20		92	93	94	95	96
VAM Chilled water supply temp 5 Deg C with 275 TR	Text	20		7	6.5	6	5.5	5
Nitrogen plant receiver pressure 4 kg/cm2 & purity- 99.5%.	Text	20		99.1	99.2	99.3	99.4	99.5

KRA Category : Business
KRA Weightage : 15
KRA Description : Operation of utilities with Maximum output

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
ISO 9001 SOP revision	Text	50		After every 6 months	After every 5 months	After every 4 months	After every 3 months	After every 2 months
Preperation of IAEC and vapor boilers for hydro-test & annual passing	Text	50		After 15 days of due date	After 1 week of due date	On due date	Before 1 week of due date	Before 1 week of due date

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

Employee Name	Manager's name	Employee ID	Year
Manas Kawale	Subhash Govardhane	10003836	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	NEED TO IMPROVE SKILLS
5	Getting Things Done		1	
6	The Super Manager	Amit Sanas	2	
7	Six Thinking Hats		1	I am new to this
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	Not Applicable
Project Status Comments	