

Employee Name : Amey Deshpande
Manager's Name : Anandrao Sangle
Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 20

KRA Description : Technical support to costumers

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
To workout MOCs and to prepare documents as per ISO requirement	Days	50		60	45	30	15	7
To carry out all technical study & give feed back of costumer requirements within given time frame	Days	25		60	45	30	15	7
To deliver Power cost on monthly basis	Text	25		Coordinate power cost with all department 20 days late	Coordinate power cost with all department 15 days late	Zero slippage	Coordinate power cost with all department	Coordinate power cost with all department with zero slippage

KRA Category : Business

KRA Weightage : 15

KRA Description : Support to Project for New Project execution and commissioning

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
Soap Noodle manufacturing at Taloja - On Time commissioning as per Proposal	Text	40		7 months from the date of project approval	6.5 months from the date of project approval	6 months from date of project approval	5.5 months from the date of project approval	4.5 months from the date of project approval
Hazop study of new projects & implementation	Text	40		80% completion	90% completion	95% completion	100% completion	110% completion
Technical support for Syndet Plant	Text	20		NA	NA	10days from the date of user request	8 days from the date of user request	6 days from the date of user request

KRA Category : Business

KRA Weightage : 20

KRA Description : Support to R&D for New Product 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
Tertiary Amine Process Engg Validating & Review	Date	50		15/Jan/2018	15/Dec/2017	15/Nov/2017	15/Oct/2017	15/Sep/2017
Any New Product development - Project proposal to be prepared for Pilot scale production. (within Days)	Days	50		20	18	15	12	7

KRA Category : Process

KRA Weightage : 30

KRA Description : Support to CTS for Plant technical 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
Pump efficiency & Breakdown improvement study and giving implementable solution	Text	20		NA	NA	5 nos pumps	6 nos pumps	7 nos pumps
Improvement of Vacuum pump standby system at DFA Plant thereby reducing downtime	Text	10		NA	NA	10% reudction over FY 1617	15% reduction over FY 1617	20% reduction over FY1617
Energy saving initiatives in plant (alcohol cooling tower pump power consumption reduction, Hogger system for C303, HP&MP steam leak arresting by traps, Section 3/4/5 cooling tower interconnection with JST/C303 Cooling tower etc)	Text	50		NA	NA	25 Lacs	30 Lacs	35 Lacs
Development of Matrix for tracking DFA plant section 4 & 5 Design heat energy Vs Actual consumed	Date	20		15/Dec/2017	15/Nov/2017	15/Oct/2017	15/Sep/2017	15/Aug/2017

KRA Category : People

KRA Weightage : 15

KRA Description : Leaning and 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
Attained training on "SIX THINKING HATS"	Text	50		Not applicable	Not applicable	attend training	Use of learning in role	role Use of learning in achievement of business objective
Attained training on "THE SUPER MANAGER"	Text	50		Not applicable	Not applicable	attend training	Use of learning in role	role Use of learning in achievement of business objective

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

Employee Name	Manager's name	Employee ID	Year
Amey Deshpande	Anandrao Sangle	10003356	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	
5	Getting Things Done		1	To become an extremely successful manager to resolve extremely complicated issues
6	The Super Manager	Amit Sanas	2	To look at problems from different perspectives
7	Six Thinking Hats		1	To Know how to face the problems in critical situations
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

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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	