

Employee Name : Dhananjay Kelkar
Manager's Name : Pragnesh Buch
Goalsheet Of Year: 2016-2017

KRA Category : Business

KRA Weightage : 20

KRA Description : Ensure efficient working captial &continously plan to have cost reduction

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
Ensure Payment Collection as Per agred DSO / Days	Text			30.6	31.5	45	47.7	58.5
Ensure Receivable Control ,< 20 % Overdue On Exposure	Text			13.600%	14.00%	20%	21.200%	26.00%

KRA Category : People

KRA Weightage : 20

KRA Description : development of team members

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
Mr.Ayush - Marketing grooming for Glycerine business	Percentage			80	85	90	95	100

KRA Category : Process

KRA Weightage : 20

KRA Description : development of South East Market (Pakistan / BANGALDESH / Nepal /srilanka)

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
Identification New Customer for Oleo Chemicals in respective Regions .	Text			NA	NA	two customer in each country	NA	NA
NPD products to be promoted in South East Region	Text			NA	NA	Two Products .	NA	NA

KRA Category : Business
KRA Weightage : 20
KRA Description : Fatty acid & GLYCERINE sales Domestic

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
FATYY ACID BY VOLUME (10 %)	Text			23740 MT	32685 MT	34406 MT	36,470	44727 MT
GLYCERINE BY Volume (5%)	Text			10350 MT	14250 MT	15000 MT	15,900	19500 MT
NRV TARGET (25%)	Text			167.67 Crores	230.85 crores	243 Crores	257.58	315.90 Crores

KRA Category : Customer
KRA Weightage : 20
KRA Description : project :palmitic acid

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
Development Of Palimitic acid for animal FEED Business In India .	Text			NA	NA	500 Mt/ Month	start From SEP 2016	NA

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

Employee Name	Manager's name	Employee ID	Year
Dhananjay Kelkar	Pragnesh Buch	10000723	2016-2017

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	Good Manufacturing Practices (GMP +) and cGMP **	ASHOKRAO PATIL	0.5	

*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	Mr Vijay Rao	CONTINUOUS	regular	No	Had open discussions and feed on need basis
2	Coaching through leader in own function for functional inputs	Mr Pragnesh Buch	CONTINUOUS	regular	No	Had open discussion on need basis.

Part C: Development through action learning projects

Project Title	Studying Animal Rumen Bypass (Feed Market)market size and identifying opportunity for direct/ indirect marketing of Palmitic Beads .
Review date	Fortnightly
Target end date	15th Sep 2016
Project scope	Animal Feed market Development for Palmitic Acid & other specialty Industry .
Project exclusions	Nil

Project deliverables (Target at rating 3: good solid performance)	development of Palmitic Acid -In India - To various Industry . Identification Of New Customer / Animal Industry To Be Identified & Developed .
What is the employee expected to learn from this project	Development Of New Product & market .
Reviewer(s) name	Mr Vijay Rao
Project Status	Completed
Project Status Comments	Ongoing projects