KRA Category : Business / KRA Weightage : 25 _

KRA Description: Goal Setting and IDP Guidelines

s	KPI	KPI	KPI	KPI	(1)	(2)	(3)	(4)	(5)	Emp	Emp	Mid	Mid
1	List	Unit	valu	Targ	Uns	Nee	Goo	Sup	Out	loye	loye	Revi	Revi
1		For	е	et V	atisf	ds	d	erior	stan	е	e C	ew	ew
1		mat		alue	acto	Impr	Soli	Perf	ding	Mid	om	Stat	Со
1					ry	ove	d	orm	Perf	Revi	men	us	mm
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-	Mini	Unit	87.6	30	60.4	61.3	84.1	92.8	grea		NA		NA
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-	sect				52								
-	or b												
	ank												
ı	S												

KRA Category: Process / KRA Weightage: 30_

KRA Description: Goal Setting and IDP Guidelines

KPI List	KPI Unit For mat	KPI valu e	KPI Targ et V alue	(1) Uns atisf acto ry Perf orm anc e	(2) Nee ds Impr ove men t	(3) Goo d Soli d Perf orm anc e	(4) Sup erior Perf orm anc e	(5) Out stan ding Perf orm anc e	Emp loye e Mid Revi ew Stat us	Emp loye e C om men ts	Mid Revi ew Stat us	Mid Revi ew Co mm ents
Four cate gori es of goal s (K RAs) – B usin ess, Cust ome r, Pr oce ss, Peo ple one repe ated if 5 KRA s are cho sen	Weight	154. 23		106. 42	107. 96 to 1 46.5 2	148. 06 to 1 61.9 4	163. 48 to 1 98.9 6	grea ter than 214. 38	Sele ct	NA	Sele ct	NA
Sha red goal is not a se para te c ateg ory but is m enti one d in eith er of the cate gori es liste d ab ove	Valu e	99.4		68.6	69.6 2 to 94.4 8	95.4 7 to 104. 42	105. 42 to 1 28.2 9	grea ter than 138. 24	Sele ct	NA	Sele ct	NA

KPI List	KPI Unit	KPI	KPI	(1)		(2)	(;	3)	(4)		(5))	Emp	oloye	Emplo	ye N	∕lid	Mid		i
	Format	value	Target	Unsatisf	Ν	eeds	Go	od	Super	ior	Οι	utstan	e l	Mid	e Con	nm F	Review	Rev	/iew	İ
			Value	actory	lm	prove	So	lid	Perfor	m	dir	ng	Rev	/iew	ents	5 5	Status	Cor	nme	İ
				Perform	r	nent	Perf	orm	ance		Pe	erform	Sta	atus				nts		İ
				ance			an	се			an	ice								1
						Axis	Dat			07/	IJ	12/J	18/A	19/	21/		NA		NA	İ
						Ban	е			un/	2	ul/2	ug/2	Oct/	Dec/	Sele		Sele		İ
						k				017	7	017	017	201	201	ct		ct		İ
														7	7					İ

KRA Category: Customer / KRA Weightage: 20_

KPI

KPI

KPI

KPI

(1)

(2)

(3)

(4)

(5)

Emp

Emp

Mid

Mid

KRA Description: Goal Setting and IDP Guidelines

Unit valu Targ Nee Sup Revi Revi Uns Goo Out loye loye For et V atisf ds erior e C d stan ew ew е mat alue Soli Perf Mid Stat Co acto Impr ding om Perf Revi orm men mm ove d us ry Perf Perf ents anc orm men ew ts Stat orm orm е anc t anc anc е us е е HDF NA NA Text Nil 3.44 The \$^gt by f С 22 Sele Sele priv a\$# inan Ban ct ate vice cial ct _city k m sect regu erge or b lator ank s in with Indi s Tim are a, old es split Ban into and k in two new Febr grou uary ps 200 0. This was the first mer ger of two priv ate ban ks in the New Gen

> erati on P rivat

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisf actory Perform	(2) Needs Improve ment	(3) Good Solid Perform	(4) Superior Perform ance	ding Perform	Employe e Mid Review Status		Mid Review Status	Mid Review Comme nts
				ance	e Se ctor Ban ks c ateg ory.[15] In 2 008, Cen turio n Ban k was acre d by HDF C Ban k HDF C Ban k Bo ard appr ove d the acquisiti on C BoP for 95.1 billio n INR in one of the I arge st m erge rs in the f inan cial sect or Indi a.[1 6]	ance		ance				
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KPI List	KPI Unit	KPI	KPI	(1)	(2)	(3)	(4)	(5)	Employe	Employe	Mid	Mid	
		value	Target	Unsatisf	Needs	Good	Superior	Outstan	e Mid	e Comm	Review	Rev	iew
			Value	actory	Improve	Solid	Perform	ding	Review	ents	Status	Con	nme
				Perform ance	ment	Perform ance	ance	Perform ance	Status			nts	
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KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisf actory Perform ance	(2) Needs Improve ment	Go Sc Perf	(4) Super Perfor ance	ior C m d P	5) Outstan ing erform	e Re	oloye Mid view atus	Emple e Cor ent	nm R	flid deview datus	Mid Rev Cor nts	view mme
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					Ban k The priv atesect or b ank s in India re present part of the I ndia n bankin g sector that is made up of private and public sector banks. The "priv atesect or b ank s" are banks where greater part	Rati		6:7	74:9	100: 5	89:1	4:7	Select	NA	Select	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisf actory Perform ance	(2) Needs Improve ment	Go So Perf	olid Form	(4) Super Perfor ance	m d P	5) Outstan ing Perform nce	e Re	oloye Mid view atus	Emplo e Cor ents	nm F	Mid Review Status		view nme
						Unit s	99.9		68.9		9 to	105. 99 to 1 28.9 9	grea ter than 138. 99	Select	NA	Sele ct	NA NA
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KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisf actory Perform	(2) Needs Improve ment	(3) Good Solid Perform	(4) Superior Perform ance	ding Perform	Employe e Mid Review Status	Employe e Comm ents	Mid Review Status	Mid Review Comme nts
KPI List	KPI Unit Format		Target	Unsatisf actory	Needs Improve	Good Solid	Superior Perform	Outstan ding	e Mid Review	e Comm	Review	Review Comme
					e gr own fast er & bigg er over the two dec ade s sinc e lib erali sati on usin g the late st te chn olog y, pr ovidi ng c onte mpo rary							

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisf actory Perform ance	lm	(2) eeds prove nent	Go Sc Perf	lid	(4) Super Perfor ance	m di P	outstan ing erform	e l Re	oloye Mid view atus	Emplo e Cor ents	nm R	fid deview datus		view nme
						inno vati ons and mon etar y tool s and tech niqu es. The	Wei	99.9		68.9	69.9	95.9	105.	grea		NA		NA
							ght	9		9	9 to	9 to 104. 99	99 to 1 28.9 9	ter	Sele ct		Sele ct	

KRA Category : People / KRA Weightage : 25 _

KRA Description: Goal Setting and IDP Guidelines

KPI	KPI	KPI	KPI	(1)	(2)	(3)	(4)	(5)	Emp	Emp	Mid	Mid
List	Unit	valu	Targ	Uns	Nee	Goo	Sup	Out	loye	loye	Revi	
	For	е	et V	atisf	ds	d	erior	stan	é	еĈ	ew	ew
	mat		alue	acto	Impr	Soli	Perf	ding	Mid	om	Stat	Со
				ry	ove	d	orm	Perf	Revi	men	us	mm
				Perf	men	Perf	anc	orm	ew	ts		ents
				orm	t	orm	е	anc	Stat			
				anc e		anc e		е	us			
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KPI List	KPI Unit Format	KPI value	KPI Target	(1) Unsatisf	(2) Needs	(3) Good	d	(4) Superio	or C	5) Outstan	e l	Mid	Emplo e Cor	nm F	Mid Review		/iew
			Value	actory Perform ance	Improve ment	Solid Perfor	rm	Perforr ance	P	ing Perform nce		view atus	ents	5	Status	nts	nme
					the then Unio n Fi nan ce Mini ster, Man moh an S ingh . As of Jun e 30, 201 7, the Ban k's distr ibuti on n etw ork was at 4, 727 bran che s and 12,2 20 A TMs acro ss 2 ,666 citie s / t own s . [11]												
					HDF C	Perc enta ge			48.3 62		66.4 0	145. 005	69.9 6	Sele ct	NA	Sele ct	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisf actory Perform ance	(2) Needs Improve ment	(3) Good Solid Perform ance	(4) Super Perfor ance	ior C m d P	5) Outstan ing Perform nce	e f Rev	oloye Mid view atus	Emplo e Cor ent	nm F	/lid Review Status		view mme
					clud es Who lesal e ba nkin g, R etail ban king , Tre asur y, Auto (car) Loa ns, Two Whe eler Loa ns, Pers onal loan s, Loa n Ag ains t Pr oper ty and Cre dit C ards .[12]											
					The late st entr y in the I eag ue is 'P roje ct AI ',[13] un der which H DFC Bank, over the next few wee	Text		%&+ GFG\$		N>A	HDF C Ban k m erge d with Tim es Ban k in Febr uary 200 0.	24/0 7/20 15	Sele	NA	Select	NA

Perform	(2) Needs Improve ment	(3) Good Solid Perform ance	(4) Superior Perform ance	(5) Outstan ding Perform ance	Employe e Mid Review Status	Employe e Comm ents	Mid Review Status	Mid Review Comme nts
Perform ance	ks, would de ploy robo ts at sele ct ban k br ance hes. The se obot s will offer options such as cased has wall or deposits and demote at services displaying on the screen to persons composite on the branch. [14]		ance		Status			nts

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

Employee Name	Manager's name	
Employee Code	Year	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	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		
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

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	Program Completed	Reviews
1	New private-sector banks	10.00	jaywant.pawar@vvf ltd.com?Jaywant Pawar		NA
1	Old private-sector banks	5.679	khushroo.forbes@v vfltd.com?Khushroo Forbes		NA

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	Employee Program Status	Employee Comments

^{**}Mandatory for employees working at locations covered by the certifications

1	Coaching through leader in own function for functional inputs	Mr.Manish	8	28/Mar/2018	Select	NA
2	Coaching through leader in own function for functional inputs	Mr.Sandip	4.5	15/Dec/2017	Select	NA

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	Select
Project Review	