

Employee Name : Jayesh Menon  
Manager's Name : Jayesh Menon  
Goalsheet Of Year: 2017-2018

**KRA Category : Customer**

**KRA Weightage : 15**

**KRA Description :** joooooooooooooooooooooooooooooooooooo

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
eeeeeeeeeeeeeeee	Units		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
cccccccccccccccccccc	Weight		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description :** fdgdfg

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
dfg	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
df	Weight		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description :** gggggggggggggggggggggggggggggggg

[illegible]

KRA Category : Customer  
KRA Weightage : 15  
KRA Description : aaaaaaaaaaaaaaa

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
aaaaaaa	Weight		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
bbbbbbbbbbbbbbb	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

KRA Category : Process  
KRA Weightage : 15  
KRA Description : ffffffffffffffffffffff

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
fffffffffffffff	Units		4	< 2.76	2.8 to 3.8	3.84 to 4.2	4.24 to 5.16	5.56
fffffffffffffff	Value		3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17

KRA Category : Business  
KRA Weightage : 25  
KRA Description : sssssssssssssssssssssssss

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
aaaaaaaaaaaaaaaaaaaaaa aaaaaa	Units	30	87.62	< 60.46	61.33 to 83.24	84.12 to 92	92.88 to 113.03	121.79
bbbbbbbbbbbbbbbbbbbb bbbbbbbb	Text			2500.10/12.52	NIL	0/0	48.260radian	360}

**KRA Category : Business**  
**KRA Weightage : 25**  
**KRA Description : Goal Setting and IDP Guidelines**

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
Minimum 4 goals (KRAs) and Maximum 5	Units	30	87.62	< 60.46	61.33 to 83.24	84.12 to 92	92.88 to 113.03	121.79
Old private-sector banks	Text			2500.10/12.52	NIL	0/0	48.260radian	360}

**KRA Category : Process**  
**KRA Weightage : 30**  
**KRA Description : Guidelines for Goal Setting**

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
Four categories of goals (KRAs) – Business, Customer, Process, People one repeated if 5 KRAs are chosen	Weight		154.23	< 106.42	107.96 to 146.52	148.06 to 161.94	163.48 to 198.96	214.38
Shared goal is not a separate category but is mentioned in either of the categories listed above	Value		99.45	< 68.62	69.62 to 94.48	95.47 to 104.42	105.42 to 128.29	138.24
Axis Bank	Date			07/Jun/2017	12/Jul/2017	18/Aug/2017	19/Oct/2017	21/Dec/2017

**KRA Category : Process**  
**KRA Weightage : 20**  
**KRA Description : Products and services**

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
HDFC Bank merged with Times Bank in February 2000. This was the first merger of two private banks in the New Generation Private Sector Banks category.[15] In 2008,	Text			The private sector banks are split into two groups	\$^{\circ}\$ta\$#vice_city +	by financial regulators in India, old and new.	Nil	3.4422

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
Centurion Bank was acquired by HDFC Bank. HDFC Bank Board approved the acquisition of CBoP for 95.1 billion INR in one of the largest mergers in the financial sector in India.[16]								
The equity shares of HDFC Bank are listed on Bombay Stock Exchange and the National Stock Exchange of India. Its American Depository Shares are listed on NYSE and the Global depository receipt are listed on the Luxembourg Stock Exchange where two GDRs represent one equity share of HDFC Bank.	Days			21	14	7	5	2.20
The private-sector banks in India represent part of the Indian banking sector that is made up of private and public sector banks.The "private-sector banks" are banks where greater parts of share or equity are not held by the government but by private share holders.	Ratio			6:7	74:9	100:5	89:10	4:7
Banking in India has been dominated by public sector banks (since the 1969) when all major banks were nationalised by the Indian government. However, since liberalisation in government banking policy in the 1990s, old and new private sector banks have re-emerged. They have grown faster & bigger over the two decades since liberalisation using the latest technology, providing contemporary innovations and monetary tools and techniques.	Units		99.99	< 68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99	138.99
The Nedungadi Bank was the first private sector bank in India which was founded in 1899 by Rao Bahadur T.M. (Thalakodi Madathil) Appu Nedungadi in Kozhikode, Kerala.	Weight		99.99	< 68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99	138.99

#### KRA Category : People

**KRA Weightage : 25**

**KRA Description : HDFC Bank :: HDFC (housing development financial corporation) Bank Limited is an Indian banking and financial services company headquartered in Mumbai, Maharashtra. It has 84,325 employees[6] and has a presence in Bahrain, Hong Kong and Dubai.[7] HDFC Bank is India's largest private sector lender by assets.[8] It is the largest bank in India by market capitalization as of February 2016.[9] It was ranked 69th in 2016 BrandZ Top 100 Most Valuable Global Brands.[10]**

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
In 1994 HDFC Bank was incorporated, with its registered office in Mumbai, India. Its first corporate office and a full service branch at Sandoz House, Worli was inaugurated by the	Date	20		09/May/2017	06/Jul/2017	10/Aug/2017	24/Oct/2017	14/Mar/2018

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
then Union Finance Minister, Manmohan Singh. As of June 30, 2017, the Bank's distribution network was at 4,727 branches and 12,220 ATMs across 2,666 cities / towns [11]								
HDFC Bank provides a number of products and services which includes Wholesale banking, Retail banking, Treasury, Auto (car) Loans, Two Wheeler Loans, Personal loans, Loan Against Property and Credit Cards.[12]	Percentage			48.362	85	66.40	145.005	69.96
The latest entry in the league is 'Project AI' [13] under which HDFC Bank, over the next few weeks, would deploy robots at select bank branches. These robots will offer options such as cash withdrawal or deposit, forex, fixed deposits and demat services displaying on the screen to persons coming into the branch.[14]	Text			%&GF++G@\$	na	N>A	HDFC Bank merged with Times Bank in February 2000.	24/07/2015

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

Employee Name	Manager's name	Employee ID	Year
Jayesh Menon	Jayesh Menon	123456	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	Prasanna Purushothaman	1	
5	Getting Things Done	Prasanna Purushothaman	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

\*\*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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					

**Part C: Development through action learning projects**

<b>Project Title</b>	
<b>Review date</b>	
<b>Target end date</b>	
<b>Project scope</b>	
<b>Project exclusions</b>	
<b>Project deliverables</b> (Target at rating 3: good solid performance)	
<b>What is the employee expected to learn from this project</b>	

Reviewer(s) name	
Project Status	
Project Status Comments	