

KRA Category : Business / KRA Weightage : 25

KRA Description : Goal Setting and IDP Guidelines

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
Minimum 4 goals (KRAs) and Maximum 5	Units	87.62	30	60.46	61.33 to 83.24	84.12 to 92	92.88 to 113.03	greater than 121.79	Select	NA	Select	NA
Old private-sector or banks	Text			2500.10/12.52	NIL	0/0	48.260radian	360}	Select	NA	Select	NA

KRA Category : Process / KRA Weightage : 30

KRA Description : Goal Setting and IDP Guidelines

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
Four categories of goals (KRAs) – Business, Customer, Process, People 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	greater than 214.38	Select	NA	Select	NA
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	greater than 138.24	Select	NA	Select	NA

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					Axis Bank	Date			07/Jun/2017	12/Jul/2017	18/Aug/2017	19/Oct/2017	21/Dec/2017	Select	NA	Select	NA

KRA Category : Customer / KRA Weightage : 20 _

KRA Description : Goal Setting and IDP Guidelines

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HDFC Bank merged with Times Bank in February 2000. This was the first merger of two private banks in the New Generation Privat	Text			The private sector banks are split into two groups	\$^gt a\$# vice _city +	by financial regulators in India, old and new .	Nil	3.4422	Select	NA	Select	NA

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					the Sector Banks category.[15] In 2008, Centurion Bank was acquired by HDFC Bank. HDFC Bank Board approved the acquisition of C BoP for 95.1 billion INR in one of the largest mergers in the financial sector in India.[16]							

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					The equities shares of HDFC Bank are listed on Bombay Stock Exchange and the National Stock Exchange of India. Its American Depositary Shares are listed on NYSE and the Global depositary receipts are listed on the Luxembourg Stock Exchange	Days			21	14	7	5	2.20	Select	NA	Select	NA

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					where two GD Rs represent one equity share of HDFC Bank..										
					The private-sector or banks in India represent part of the Indian banking sector that is made up of private and public sector banks. The "private-sector or banks" are banks where greater part	Ratio			6:7	74:9	100:5	89:10	4:7	Select	NA

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					s of share or equity are not held by the government but by private shareholders.							
					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 lib	Units	99.99		68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
					eralisation in government banking policy in the 1990s, old and new private sector banks have re-emerged . The y have grown faster & bigger over the two decades since liberalisation using the latest technology, providing contemporary							

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					innovations and monetary tools and techniques.							
					The Nedungadi Bank was the first private sector bank in India which was founded in 1899 by Rao Bahadur T.M. (Thalakkudi Madathil) Appunaidu in Kozhikode, Kerala.	Weight	99.99		68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99

KRA Category : People / KRA Weightage : 25

KRA Description : Goal Setting and IDP Guidelines

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
In 1994 HDFC Bank was incorporated, with its registered office in Mumbai, India. Its first corporate office and a full service branch at San doz House, Worli was inaugurated by	Date		20	09/May/2017	06/Jul/2017	10/Aug/2017	24/Oct/2017	14/Mar/2018	Select	NA	Select	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments					
					the 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 in	Percentage			48.362	85	66.40	145.005	69.96	Select	NA	Select	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments		
					cludes Wholesale banking, Retail banking, Treasury, Auto (car) Loans, Two Wheeler Loans, Personal loans, Loan Against Property and Credit Cards .[12]									
					The latest entry in the league is 'Project Al',[13] under which HDFC Bank, over the next few weeks	Text			%& GF+ +G @\$	na	N>A	HDFC Bank merged with Times Bank in February 2000.	24/07/2015	Select

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					ks, would deploy robots at select bank branches. These robots will offer options such as cash withdrawal deposit, forex, fixed deposits and demat services displaying on the screen to persons coming into the branch.[14]							

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

**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	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

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	