

Employee Name : Subrata Debnath
 Manager's Name : Pratyaya Chakrabarti
 Goalsheet Of Year: 2017-2018

KRA Category : Process

KRA Weightage : 30

KRA Description : Business OCF & C form recovery

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
Improving working capital deployment efficiency	Value	70	16.5	< 11.39	11.55 to 15.68	15.84 to 17.33	17.49 to 21.29	22.94
Collection of C form FY 14-15 to June 17-18	Date	30		31/Oct/2017	15/Oct/2017	15/Sep/2017	01/Sep/2017	16/Aug/2017

KRA Category : People

KRA Weightage : 15

KRA Description : CMB

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
Project - Exploring Nutraceutical market and Identifying product stream and making Business Proposal having sale of RS 2 Cr potential for 2018-19.	Text	50		May'18	April 18	March'18	Feb'18	Jan'18
Completion of IDP & Training programme- Direct Report	Text	50		Jan 18	Dec 17	Nov 17	Oct 17	Sept 17

KRA Category : Business

KRA Weightage : 40

KRA Description : Business EBIDTA delivery of 42 Cr

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
Identifying leading indicators of EBIDTA variance on monthly basis and working on corrective action with respective functions	Days	75		30	20	15	10	7
Viable business model for noodle supply to RB / ITC etc. Incremental	Value	25	500	< 345	350 to 475	480 to 525	530 to 645	695

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
GC of 5Cr from noodle business in 17-18								

KRA Category : Customer
KRA Weightage : 15
KRA Description : CPD Business

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
Quarterly Synergy IFC related issues to be closed within	Days			25	20	15	10	7
Identifying Lead indicator of any EBITDA Variance on monthly basis & suggesting correction action	Text			> (14.25)	(10.87) to (13.22)	(9.84) to (10.76)	(7.18) to (9.74)	< (7.07)

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

Employee Name	Manager's name	Employee ID	Year
Subrata Debnath	Pratyaya Chakrabarti	10002947	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	
3	Prevention of Sexual Harassment *		1	
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	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	