

Employee Name : Sunita Parkar
Manager's Name : Madhulika Pathak
Goalsheet Of Year: 2017-2018

KRA Category : Business
KRA Weightage : 15
KRA Description : Transfer Price

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
1) Plant wise CAS-4 Certification - Quaterly	Text			NA	NA	27th woking day	25th Working day	20th Working day
2) Mapping of New GL in Location wise report	Text			NA	NA	Within 2 working days from requirement	Within 1 working days from requirement	Immediate

KRA Category : Business
KRA Weightage : 25
KRA Description : Special Projects

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
1) Data for Anti Dumping	Text			NA	NA	Need basis	Need basis	Need basis
2)Any other Special Project	Text			NA	NA	Need basis	Need basis	Need basis

KRA Category : Business
KRA Weightage : 15
KRA Description : Divisional Profit & Loss -Oleo and VVF Ltd.

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
1) Divisional Profitability	Text			NA	NA	7th woking day	6th woking day	5th woking day
2) Oleo MIS Docket	Text			NA	NA	9th Working day	8th Working day	7th woking day
3).VVF Ltd. P&L with	Text			NA	NA	11th woking day	10th Working day	9th Working day

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
Overhead Schedule								

KRA Category : Business

KRA Weightage : 25

KRA Description : Audit/Costing and NRV

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
1) Costing Release/NRV of All Plant	Text			NA	NA	Within 5 working days	Within 3 working days	Within 2 working days
3) Maintenance of records for Cost Audit-VVFI & VVFL	Text			NA	NA	30th Sept'2018	31st Aug'2018	15th Aug'2018
4) Segment Reporting of VVF(India) Ltd. & VVFL	Text			NA	NA	With 7 workingdays from requirement	With 5 workingdays from requirement	With 3 workingdays from requirement

KRA Category : Business

KRA Weightage : 20

KRA Description : Annual Business Plan 2016-17(VVFI and VVFL)

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
1) Circulation of Data Formats & Time Lines	Text			NA	NA	20th Jan'2018	15th Jan'2018	12th Jan'2018
2) Final Circulation of the ABP	Text			NA	NA	20th Feb'2018	14th Feb'2018	8th Feb'2018
3) Final Circulation of the ABP-VVF Ltd.	Text			NA	NA	31st March'2018	20th March'2018	15th March'18
4) Yearly Budget Upload	Text			NA	NA	31st March'18	28th March'18	23rd March'18
5) Release of Supplementary Budget	Text			NA	NA	Within 2 working days from requirement	Within 1 working days from requirement	Half day/Immediate

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Employee Name	Manager's name	Employee ID	Year
Sunita Parkar	Madhulika Pathak	10000695	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	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	ok
7	Art of Charm	Anant Pednekar	1	ok

*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	NA	NA	NA		

2	Coaching through leader in own function for functional inputs	Charles Carvalho	NA	30th September 2016		
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Part C: Development through action learning projects

Project Title	Slow/ Non Moving Inventory Reduction
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	