

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

**KRA Category : Customer**  
**KRA Weightage : 25**  
**KRA Description : Early years in Mysuru**

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
Mokshagundam Visvesvaraya was born on 15 September 1861 in a Telugu Brahmin family,[4][5] to Mokshagundam Srinivasa Shastry and Venkatalakshamma in Muddenahalli village, Chikkaballapura District (Bifurcated from Kolar District).	Days			10	8	7.5	5	0
Mysore State (now Karnataka), India.[6] His father was a noted Sanskrit scholar.[7] Mokshagundam village His ancestors hailed from a village named "Mokshagundam".	Units		.50	< 0.35	0.35 to 0.48	0.48 to 0.53	0.53 to 0.65	0.7
It is a small village between Giddalur and Podili towns on State Highway 53 (Andhra Pradesh) in Prakasam district of Andhra Pradesh.	Value		100.5	< 69.35	70.35 to 95.48	96.48 to 105.53	106.53 to 129.65	139.7
Visvesvaraya lost his father at the age of 12. He enrolled for the primary school in Chickballapur and attended high school in Bangalore. He earned his Bachelor of Arts from Central College,	Date			06/Jun/2017	17/Aug/2017	20/Sep/2017	25/Nov/2017	13/Dec/2017

**KRA Category : People**  
**KRA Weightage : 30**  
**KRA Description : Bangalore then an affiliate of the University of Madras in 1881 and later studied civil engineering at the prestigious College of Engineering, Pune.[8][9]**

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
Visvesvaraya took a job with the Public Works Department (PWD) of Bombay and was later invited to join the Indian Irrigation Commission. He implemented an extremely intricate system of irrigation in the Deccan area.	Weight		84	< 57.96	58.8 to 79.8	80.64 to 88.2	89.04 to 108.36	116.76
He also designed and patented a system of automatic weir water floodgates that were first installed in 1903 at the Khadakvasla Reservoir near Poona. These gates were employed to raise the flood supply level of storage in the reservoir to the highest	Days			21	19	16	8	5

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
level likely to be attained without causing any damage to the dam. Based on the success of these gates, the same system was installed at the Tigra Dam in Gwalior and the Krishna Raja Sagara (KRS) Dam in Mandya/Mysore, Karnataka	Text			.9	15 days	a2=b2+c2	21112015	0

**KRA Category : Business**

**KRA Weightage : 20**

**KRA Description : In 1906–07, the government of India sent him to Aden to study their water supply and drainage system. The project prepared by him was implemented in Aden successfully.[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
Visvesvaraya achieved celebrity status when he designed a flood protection system for the city of Hyderabad. He was instrumental in developing a system to protect Visakhapatnam port from sea erosion.[11]	Ratio	40		6:9	5:2	100:11	15:2	10:20
Visvesvaraya supervised the construction of the Krishna Raja Sagara Dam on the Kaveri River from concept to inauguration. This dam created the biggest reservoir in Asia when it was built.[12] M. Visvesvaraya gave his valuable technical advi	Units		.1652	< 0.11	0.12 to 0.16	0.16 to 0.17	0.18 to 0.21	0.23
ce for the location of Mokama Bridge over the Ganga in Bihar. At the time, he was over 90 years old.[13][14] He was called the "Father of modern Mysore State" (now Karnataka): During his service with the government of Mysore State.	Date			03/Mar/2018	03/Feb/2018	13/Jan/2018	20/Dec/2017	12/Oct/2017
he was responsible for the founding of (under the patronage of the Mysore government) the Mysore Soap Factory, the Parasitoid Laboratory, the Mysore Iron & Steel Works (now known as Visvesvaraya Iron and Steel Limited) in Bhadravathi, the Sri Jayachamarajendra Polytechnic Institute, the Bangalore Agricultural University, the State Bank of Mysore.	Value		129	< 89.01	90.3 to 122.55	123.84 to 135.45	136.74 to 166.41	179.31

**KRA Category : Process**

**KRA Weightage : 25**  
**KRA Description :** Mokshagundam Visvesvaraya, KCIE (popularly known as Sir MV; 15 September 1861 – 12 April 1962)[1][2] was an Indian engineer,

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
scholar, statesman and the Diwan of Mysore from 1912 to 1918. He received India's highest honour, the Bharat Ratna	Ratio	35		1:10	5:7	83:5	0:0	10:5
in 1955. He was knighted as a Knight Commander of the British Indian Empire (KCIE) by King George V for his contributions to the public good.	Text	50		.334*75+96	SplitsVilla 7.0	12	10	2017
15 September is celebrated as Engineer's Day in India in his memory. He is held in high regard as a pre-eminent engineer of India. He was the chief engineer responsible for the construction of the Krishna Raja Sagara dam in Mandya district as well as the chief designer of the flood protection system for the city of Hyderabad.[3]	Percentage	15		78.65	92	110.00	00.00	0.5

vvf57e264fd8d3ef

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

Employee Name	Manager's name	Employee ID	Year
Shubhangi Pawar	Jayesh Menon	147258	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		2	
5	Getting Things Done		1	
6	The Super Manager	Amit Sanas	2	He was called the "Father of modern Mysore State" (now Karnataka): During his service with the government of Mysore State, he was responsible for the founding of (under the patronage of the Mysore

				government) the Mysore Soap Factory, the Parasitoid Laboratory, the Mysore Iron & Steel Works (now known as Visvesvaraya Iron and Steel Limited) in Bhadravathi,
7	Six Thinking Hats		1	the Sri Jayachamarajendra Polytechnic Institute, the Bangalore Agricultural University,
8	Art of Charm	Anant Pednekar	1	the State Bank of Mysore, The Century Club, Mysore Chambers of Commerce, University Visvesvaraya College of Engineering, Bangalore and numerous other industrial ventures. He encouraged private investment in the industry during his tenure as Diwan of Mysore. He was instrumental in charting out the plan for road construction between Tirumala and Tirupati[15] [16] [17]

\*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	Career timeline	7.7	s.sriram@vvfltd.com?S. Sriram
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	<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>	
<b>Reviewer(s) name</b>	
<b>Project Status</b>	
<b>Project Status Comments</b>	