

Employee Name : Amol Kulkarni  
Manager's Name : Pragnesh Buch  
Goalsheet Of Year: 2017-2018

**KRA Category : Customer**

**KRA Weightage : 20**

**KRA Description : Building Marketing analytics capabilities in Key Areas**

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
Market size, Market Share, Enquiry generation	Text			Half yearly	Quarterly	Monthly	Fortnightly	Weekly
Customer engagement survey and administration of key learning and actions	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
New customer developement	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Regaining of customers	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

**KRA Category : Business**

**KRA Weightage : 50**

**KRA Description : Achievement of Business Objectives for Domestic Market**

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
Sales Volume	Units		26690	< 18416.1	18683 to 25355.5	25622.4 to 28024.5	28291.4 to 34430.1	37099.1
GC(Mid-cuts)	Value		49.9	< 34.43	34.93 to 47.41	47.9 to 52.4	52.89 to 64.37	69.36
GC(Long chain)	Value		6.85	< 4.73	4.8 to 6.51	6.58 to 7.19	7.26 to 8.84	9.52
GC(Behenyl Alcohol)	Value		8.7	< 6	6.09 to 8.27	8.35 to 9.14	9.22 to 11.22	12.09
Collection	Days			30	15	10	7	1

**KRA Category : People**  
**KRA Weightage : 15**  
**KRA Description : RBNQA - Operational Excellence**

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
Formation of team	Date			05/Aug/2017	05/Jul/2017	05/Jun/2017	01/Jun/2017	25/May/2017
Training	Date			31/Aug/2017	31/Jul/2017	30/Jun/2017	21/Jun/2017	15/Jun/2017
First draft review	Date			15/Oct/2017	15/Sep/2017	15/Aug/2017	31/Jul/2017	15/Jul/2017
Second draft review	Date			30/Nov/2017	31/Oct/2017	30/Sep/2017	15/Aug/2017	01/Aug/2017
Rediness	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	15/Jan/2018	01/Jan/2018

**KRA Category : Process**  
**KRA Weightage : 15**  
**KRA Description : Channel Partner Management & Agreement Confirmation**

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
Identification & assessment of right channel partner in north, south & east zone	Date			31/Aug/2017	15/Aug/2017	31/Jul/2017	30/Jun/2017	25/Jun/2017
Finalization & Selection of channel partner & agreement conclusion for existing + new channel partners	Date			15/Oct/2017	30/Sep/2017	15/Sep/2017	16/Aug/2017	01/Aug/2017

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

Employee Name	Manager's name	Employee ID	Year
Amol Kulkarni	Pragnesh Buch	10003369	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**

	Name of program	Faculty	Days	Please explain why the training is needed
No				
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	To become a great manager
6	The Super Manager	Amit Sanas	2	To have the strategic viewpoint & impact business positively
7	Six Thinking Hats		1	To enhance skills to gain more business
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	Pragnesh Buch	9	31/Mar/2018		
2	Coaching through leader in own function for functional inputs	Vijay Rao	9	31/Mar/2018		

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

Project Title	Application study of VVF products
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<b>Review date</b>	15/Dec/2017
<b>Target end date</b>	15/Feb/2018
<b>Project scope</b>	Applications of Fatty Acids & Fatty Alcohols in other Industries
<b>Project exclusions</b>	Application in Cosmetics
<b>Project deliverables</b> (Target at rating 3: good solid performance)	Application of Products in other Industries
<b>What is the employee expected to learn from this project</b>	Product Expansion & Customer Satisfaction
<b>Reviewer(s) name</b>	Vijay Rao
<b>Project Status</b>	
<b>Project Status Comments</b>	