

**KRA Category : People / KRA Weightage : 25**

**KRA Description** : "Tendulkar" redirects here. For other people with the same surname, see Tendulkar (surname).

[illegible]

**KRA Category : Business / KRA Weightage : 25**

**KRA Description :** "Tendulkar" redirects here. For other people with the same surname, see Tendulkar (surname).

[illegible]

| 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 | Review Comments |
|----------|-----------------|-----------|------------------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|----------------------------|-------------------|-------------------|-----------------|
|          |                 |           |                  |                                |                       |                            |                          |                             |                            |                   |                   |                 |

**KRA Category : Customer / KRA Weightage : 20**

**KRA Description :** "Tendulkar" redirects here. For other people with the same surname, see Tendulkar (surname).

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**KRA Category : Process / KRA Weightage : 30**

**KRA Description :** "Tendulkar" redirects here. For other people with the same surname, see Tendulkar (surname).

[illegible]

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

|                      |  |                       |           |
|----------------------|--|-----------------------|-----------|
| <b>Employee Name</b> |  | <b>Manager's name</b> |           |
| <b>Employee Code</b> |  | <b>Year</b>           | 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@vvltd.com?Jaywant Pawar     | undefined         | reputation for good customer service suffered because of technical problems, and |
| 1  | Old private-sector banks | 5.679       | khushroo.forbes@vvltd.com?Khushroo Forbes | No                | and shoes and 25,000 television sets within hours of opening its discounted sale |

**Note: Part B and Part C are to be filled by only AGM and above employees.**

**Part B: Development through developmental relationships**

|  |  |  |  |  |  |
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|  |  |  |  |  |  |
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| No | Relationship  | Name of leader | Number of Meetings planned | Target date | Employee Program Status | Employee Comments   |
|----|---|----------------|----------------------------|-------------|-------------------------|---|
| 1  | <b>Coaching</b> through leader in own function for <b>functional</b> inputs | Mr.Manish      | 8                          | 28/Mar/2018 | Needs Attention         | In December 2014, After it received \$700 million from another funding, Flipkar |
| 2  | <b>Coaching</b> through leader in own function for <b>functional</b> inputs | Mr.Sandip      | 4.5                        | 15/Dec/2017 | On Track                | On 20 December 2014, Flipkart announced filing application with Singapore-based |

**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 Comments</b>  | and people get accustomed to making purchases online.[45]<br>Flipkart projects its |
| <b>Project Status</b>  | Select   |
| <b>Project Review</b>  |  |

