

Employee Name : Hemant Deshmukh
 Manager's Name : Gajendra Palo
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 20

KRA Description : GST Project management and GST SAP Implementation (April 17 to Sept 17)

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
Ensure GST Impact Analysis data is delivered to Deloitte on time to make sure consultants present the analysis to management	Date			15/Jun/2017	30/May/2017	15/May/2017	30/Apr/2017	15/Apr/2017
Ensure VVF SAP infrastructure readiness for Deloitte SAP GST team before their arrival (ensuring Latest EHP, SP Level, Staging Server) before	Date			15/Jun/2017	30/May/2017	15/May/2017	30/Apr/2017	15/Apr/2017
Implementation of GST in SAP as per Government norms in Quality server from staging, without any migration errors before	Date			30/Jun/2017	27/Jun/2017	25/Jun/2017	22/Jun/2017	20/Jun/2017
GST Go Live	Date			05/Jul/2017	04/Jul/2017	01/Jul/2017	30/Jun/2017	29/Jun/2017
GST Support to business	Text			within 5 days	within 4 days	within 3 days	within 2 days	within 1 day

KRA Category : Process

KRA Weightage : 20

KRA Description : Data Security and Compliance

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
Implement Data security measures where budgets have been approved by the management	Text			Within 180 days	Within 120 days	Within 90 days	Within 60 days	Within 30 days
Ensuring 99% Disaster Recovery uptime for Business Continuity	Percentage			97	98	99	99.5	100
Ensuring IT Software compliance for softwares at all times	Percentage			97	98	99	99.5	100
Ensuring Segregation of Duty and SAP licence compliance at all times	Percentage			97	98	99	99.5	100

KRA Category : People
KRA Weightage : 20
KRA Description : SAP and IT support

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
Support business with SAP functional and Office365 for India and other locations	Text			Respond within 60 hrs	Respond within 56 hrs	Respond within 48 hrs	Respond within 36 hrs	Respond within 24 hrs
Ensure uptime for IT Hardware and Network infrastructure for all locations and IT assets	Percentage			95	96	97	98	99
RICEFW developments to automate and make business efficient without the use of undesired customizations. Only IT development time is considered.	Days			90	60	45	25	15

KRA Category : Customer
KRA Weightage : 40
KRA Description : Project Implementation at Dubai & Poland

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
Implementation of new and improvement Projects. Projects yet to be finalized.	Text			30th April	15th April	31st March	15th March	1st March
IT operational and SAP support	Text			Respond within 60 hrs	Respond within 56 hrs	Respond within 48 hrs	Respond within 36 hrs	Respond within 24 hrs
Conducting an SAP Audit through KPIT and implementation of gaps	Date			04/Aug/2017	05/Aug/2017	06/Aug/2017	07/Aug/2017	08/Aug/2017
Governance, Risk and Compliance related to license compliance, Data Security, Network Security	Text			90%	93%	95%	97%	100%
SAP EDI interfaces ready and tested by	Text			30th July	15th July	1st July	15th June	1st June

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

Employee Name	Manager's name	Employee ID	Year
Hemant Deshmukh	Gajendra Palo	10003175	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	I will attend this
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	Not applicable	not applicable	vidyadhar.parab@vvfltd.com? Vidyadhar Parab
2	Not applicable	not applicable	vidyadhar.parab@vvfltd.com? Vidyadhar Parab

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	Tomy KC	5	31/Mar/2018		
2	Coaching through leader in own function for functional inputs	Shashibhushan Sharma	5	31/Dec/2017		

Part C: Development through action learning projects

Project Title	ABAP Programming
Review date	31/Oct/2017
Target end date	31/Dec/2017
Project scope	Learning SAP ABAP programming
Project exclusions	None
Project deliverables (Target at rating 3: good solid performance)	Learn to program in ABAP to create smart forms and enhancements and Module pool objects
What is the employee expected to learn from this project	Learn to program in ABAP to create smart forms and enhancements and Module pool objects
Reviewer(s) name	Parmesh Jangam
Project Status	
Project Status Comments	