

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

KRA Category : Customer

KRA Weightage : 30

KRA Description : aph consists of one or more sentences.[1]#\$\$%^^^&&

| 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 |
|---|-------|---------------|--------|---|-----------------------|----------------------------|--------------------------|-----------------------------|
| and could be written in boustrophedon (alternating directions). Over time, text direction | Days | | | 15 | 12 | 10 | 9.6 | 4 |
| reimbursements, income tax, salary slips, training and KRAs. | Value | | 151.01 | < 104.2 | 105.71 to 143.46 | 144.97 to 158.56 | 160.07 to 194.8 | 209.9 |
| They could manage their leave and attendance, | Text | | | DataCenter Migration from In House Server | Web based payroll | 2356 | %%^&*(_ 025 | NA |

KRA Category : People

KRA Weightage : 25

KRA Description : Kritva Technologies began its journey with the desire to work#@#\$__ 123;;

| 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 |
|--|--------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|
| We aim to create solutions which will allow businesses to engage with their human capital- | Date | 50 | | 01/Aug/2017 | 07/Sep/2017 | 04/Nov/2017 | 01/Jan/2018 | 30/Mar/2018 |
| effectively and also ensure tracking of employees' | Weight | 50 | 84.25 | < 58.13 | 58.98 to 80.04 | 80.88 to 88.46 | 89.31 to 108.68 | 117.11 |

KRA Category : Process

KRA Weightage : 20

KRA Description : KRITVA Methodology - How Do We Work?

| 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 |
|---|------|---------------|-------|--------------------------------|------------------------------|----------------------------|--------------------------|--------------------------------|
| Kritva Technologies currently manages payroll for various clients | Text | | | Please be informed that the | KRA below has been deleted : | Deleted | KRA Category | : Process / KRA Weightage : 30 |

| 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 |
|---|-------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|
| that include large manufacturing companies having presence in multiple locations. | Days | | | 10 | 8.50 | 6.475 | 5.555 | 2 |
| E-TDS returns | Value | | 54.45 | < 37.57 | 38.12 to 51.73 | 52.27 to 57.17 | 57.72 to 70.24 | 75.69 |

KRA Category : Business

KRA Weightage : 25

KRA Description : Payroll Services & Time/ Attendance

| 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 |
|--|------------|---------------|-------|---|-------------------------------------|----------------------------|----------------------------|-----------------------------|
| Kritva Technologies currently manages payroll | Percentage | | | 60 | 82.65 | 125.25 | 66.470 | 65.54 |
| for various clients that include large manufacturing | Weight | | 68.85 | < 47.51 | 48.2 to 65.41 | 66.1 to 72.29 | 72.98 to 88.82 | 95.7 |
| companies having presence in multiple locations. | Ratio | | | 10:5 | 06:11 | 18:2 | 4:4 | 2:3 |
| Kritva Technologies is uniquely positioned to offer | Date | | | 01/Aug/2017 | 10/Aug/2017 | 25/Aug/2017 | 08/Sep/2017 | 21/Sep/2017 |
| Virtualization, Cloud Design and Implementation (Private/ Public): | Text | | | DataCenter Migration from In House Server Room to 3rd Party DataCenters | Database Upgrades and/or Migrations | Windows to Linux Migration | IBM AIX to Linux Migration | NA |

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

| Employee Name | Manager's name | Employee ID | Year |
|---------------|----------------|-------------|-----------|
| Jayesh Menon | Jayesh Menon | 123456 | 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 | Yoga ** | AKASH VENGURLEKAR | 5 | This is mandatory |
| 3 | Environment Health and Safety * | Sunil Katekari | 1 | This is mandatory |

| | | | | |
|---|-----------------------------------|------------------|----|--------------------------------|
| 4 | Prevention of Sexual Harassment * | | 1 | This is mandatory |
| 5 | Meditation * | | 10 | This is mandatory |
| 6 | Effective Communication Skills | Charles Carvalho | 2 | Flexible salary structure |
| 7 | The Super Manager | Amit Sanas | 2 | |
| 8 | Six Thinking Hats | | 1 | entails working with OEMs |
| 9 | Art of Charm | Anant Pednekar | 1 | for create best fit solutions. |

*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 | Smooth joining, exit and retirement processes | 5.5 | Prashant.Pathak@vvfltd.com? Prashant Pathak |
| 2 | Employee Self Service | 10 | rajesh.dighe@vvfltd.com?Rajesh Dighe |

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 | Mr. Vinod | 3 | 31/Aug/2017 | | |
| 2 | Coaching through leader in own function for functional inputs | Ajay Mehta | 2 | 14/Nov/2017 | | |

Part C: Development through action learning projects

| Project Title | |
|---------------|--|
| | |

| | |
|---|--|
| 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 | |