

Employee Name : Amol Waghmode  
 Manager's Name : Aniruddha Bansod  
 Goalsheet Of Year: 2017-2018

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description : To take the initiatives to improve plant reliabillity**

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
Arrangement of 05E2A Heat Exchanger in FAP Plant	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Spare Top plate for CHP furnace to be made available to reduce repairing work & reduce downtime	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Air Dryer unit Heat Exchanger 2 nos to be made available	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
DAF Tank separator chamber & bottom Section & frame replacement work	Date			28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
Study of column internals of FAP plant & to check & maintain inventory of column packings.	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

**KRA Category : Customer**

**KRA Weightage : 15**

**KRA Description : EHS & Documentation**

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
Fixing of Peroni line discharge support to arrest High Vibration	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
To avoid spillages in Stripper ground floor area which creates slippery & dirty condition by conversion of gland to seal & changing Impeller of 01G19 A/B pumps	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Documentation of FAP plant related equipment	Date			28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
Provision of wire mesh for stripper cooling tower sump to prevent birds from dying	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

**KRA Category : People**  
**KRA Weightage : 15**  
**KRA Description : Training & Development**

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 the completion of the IDPs of myself.	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Conduct one technical training session for departmental employees	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Training arrangement for departmental employees by external vendor	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Attending technical seminars	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78

**KRA Category : Business**  
**KRA Weightage : 40**  
**KRA Description : Ensure plant availability to meet the target with respect to Production**

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
Daily Job planning to be done in FAP, Pastillator, CHP.	Percentage			80	85	90	95	100
Reduction in unscheduled downtime of equipment compared to year 16-17 of FAP, Pastillator, CHP	Percentage			2	5	10	15	20
All the shutdowns to be completed as per plan.	Percentage			100	98	95	90	80
Adherence to PM/CM schedule to avoid the equipment failure in FAP, CHP, Pastillator .	Percentage			90	93	95	97	100
Spares & service availability to be ensured for reduction in downtime and budget monitoring	Percentage			60	70	80	90	100

**KRA Category : Business**  
**KRA Weightage : 15**  
**KRA Description : Cost saving activities & improvement**

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
Execution of approved MOC's/Cost reduction projects	Percentage			60	70	80	90	100
Arrangement & installation of Jutasama Feed water standby pump(1 no) & ETP standby pumps(3 nos)	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Repairing of Hydrojet machine	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Arrangement of Pastillator belt related spares & accessories, change of bearing type, change of cooling piping for pastillator old belt	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

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

Employee Name	Manager's name	Employee ID	Year
Amol Waghmode	Aniruddha Bansod	10003725	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	Improvement of thoughts which will lead to actions
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	Advanced MS Excel	2	External Faculty
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	<b>Coaching</b> through leader in own function for <b>functional</b> 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>	

Project Status Comments	
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