

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

KRA Category : Business

KRA Weightage : 25

KRA Description : Goal Setting and IDP Guidelines

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	Midyear Review Status	Employee Comments
Minimum 4 goals (KRAs) and Maximum 5	Units	30	87.62	< 60.46	61.33 to 83.24	84.12 to 92	92.88 to 113.03	121.79	Completed	with products including tablets, USBs, and laptop bags.[5][6][7] As of April 2017, the company was valued at \$11.6 billion.[8]
Old private-sector banks	Text			2500.10/12.52	NIL	0/0	48.260radian	360)	Needs Attention	On 26 May 2014, Flipkart announced that it has raised \$210 million from Yuri Milner's DST Global and its existing investors Tiger Global, Naspers and Iconiq Capital.[55]

KRA Category : Process

KRA Weightage : 30

KRA Description : Guidelines for Goal Setting

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	Midyear Review Status	Employee Comments
Four categories of goals (KRAs) – Business, Customer, Process, People one repeated if 5 KRAs are chosen	Weight		154.23	< 106.42	107.96 to 146.52	148.06 to 161.94	163.48 to 198.96	214.38	Needs Attention	Flipkart is an electronic commerce company headquartered in Bengaluru, India. It was founded in
Shared goal is not a separate category but is mentioned in either of the categories listed above	Value		99.45	< 68.62	69.62 to 94.48	95.47 to 104.42	105.42 to 128.29	138.24	Completed	Flipkart was founded on 2007 by Sachin Bansal and Binny Bansal , both alumni of the Indian Institute
Axis Bank	Date			07/Jun/2017	12/Jul/2017	18/Aug/2017	19/Oct/2017	21/Dec/2017	Needs Attention	October 2007 by Sachin Bansal and Binny Bansal (no relation).[4] Flipkart has launched its own product range under the name "DigiFlip"

KRA Category : Customer

KRA Weightage : 20

KRA Description : Products and services

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	Midyear Review Status	Employee Comments
HDFC Bank merged with Times Bank in February 2000. This was the first merger of two private banks in the New Generation Private Sector Banks category.[15] In 2008, Centurion Bank was acquired by HDFC Bank. HDFC Bank Board approved the acquisition of CBoP for 95.1 billion INR in one of the largest mergers in the financial sector in India.[16]	Text			The private sector banks are split into two groups	\$^gt;\$#vice_city +	by financial regulators in India, old and new.	Nil	3.4422	Needs Attention	In October and November 2011, Flipkart acquired the websites Mime360.com[14] and Chakpak.com.[15] Later, in February 2012, the company revealed its new Flyte Digital Music Store.[16] Flyte, a legal music downl
The equity shares of HDFC Bank are listed on Bombay Stock Exchange and the National Stock Exchange of India. Its American Depository Shares are listed on NYSE and the Global depository receipt are listed on the Luxembourg Stock Exchange where two GDRs represent one equity share of HDFC Bank.	Days			21	14	7	5	2.20	Needs Attention	In early July 2014, it was also highly speculated that Flipkart was in negotiations to raise at least \$500 million, for a likely listing in the US for 2016.[56]
The private-sector banks in India represent part of the Indian banking sector that is made up of private and public sector banks.The "private-sector banks" are banks where greater parts of share or equity are not held by the government but by private share holders.	Ratio			6:7	74:9	100:5	89:10	4:7	Needs Attention	offered DRM-free MP3 downloads. But it was shut down on 17 June 2013 as paid song downloads did not get popular in India due to the advent of free music streaming sites.[17][18][19]
Banking in India has been dominated by public sector banks (since the 1969) when all major banks were nationalised by the Indian government. However, since liberalisation in government banking policy in the 1990s, old and new private sector banks have re-emerged. They have grown faster & bigger over the two decades since liberalisation using the latest technology, providing contemporary innovations and monetary tools and techniques.	Units		99.99	< 68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99	138.99	On Track	After its 2014 Big Billion Sale, Flipkart carried out a second Big Billion Sale.[20] Where it is reported that they saw a business turnover of \$300 million in gross merchandise volume.[21]
The Nedungadi Bank was the first private sector bank in India which was founded in 1899 by Rao Bahadur T.M. (Thalakodi Madathil) Appu Nedungadi in Kozhikode, Kerala.	Weight		99.99	< 68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99	138.99	Needs Attention	On 29 July 2014, Flipkart announced that it raised \$1 billion[57] from Tiger Global Management LLC, Accel Partners, and Morgan Stanley Investment Management and a new investor Singapore sovereign-wealth fund GIC.[58]

KRA Category : People
KRA Weightage : 25

KRA Description : HDFC Bank :: HDFC (housing development financial corporation) Bank Limited is an Indian banking and financial services company headquartered in Mumbai, Maharashtra. It has 84,325 employees[6] and has a presence in Bahrain, Hong Kong and Dubai.[7] HDFC Bank is India’s largest private sector lender by assets.[8] It is the largest bank in India by market capitalization as of February 2016.[9] It was ranked 69th in 2016 BrandZ Top 100 Most Valuable Global Brands.[10]

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	Midyear Review Status	Employee Comments
In 1994 HDFC Bank was incorporated, with its registered office in Mumbai, India. Its first corporate office and a full service branch at Sandoz House, Worli was inaugurated by the then Union Finance Minister, Manmohan Singh. As of June 30, 2017, the Bank's distribution network was at 4,727 branches and 12,220 ATMs across 2,666 cities / towns .[11]	Date	20		09/May/2017	06/Jul/2017	10/Aug/2017	24/Oct/2017	14/Mar/2018	Nearing Completion	They worked for Amazon.com, and left to create their new company incorporated in October 2007 as Flipkart Online Services Pvt. Ltd.[9]
HDFC Bank provides a number of products and services which includes Wholesale banking, Retail banking, Treasury, Auto (car) Loans, Two Wheeler Loans, Personal loans, Loan Against Property and Credit Cards.[12]	Percentage			48.362	85	66.40	145.005	69.96	Completed	The first product they sold was the book Leaving Microsoft To Change The World to a customer from Hyderabad.[10][11] [12] Flipkart now employs more than 33,000 people.[13]
The latest entry in the league is 'Project AI'. [13] under which HDFC Bank, over the next few weeks, would deploy robots at select bank branches. These robots will offer options such as cash withdrawal or deposit, forex, fixed deposits and demat services displaying on the screen to persons coming into the branch.[14]	Text			%&GF++G@\$	na	N>A	HDFC Bank merged with Times Bank in February 2000.	24/07/2015	On Track	Flipkart was founded on 2007 by Sachin Bansal and Binny Bansal , both alumni of the Indian Institute

123456

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

	Name of	Faculty	Days	Please explain	Program Status	Comments
--	---------	---------	------	----------------	----------------	----------

No	program			why the training is needed		
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory	Completed	
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory	Needs Attention	On 6 October 2014, Flipkart sold products worth ₹6.5 billion (US\$100 million) in
3	Prevention of Sexual Harassment *		1	This is mandatory	On Track	
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	Employee Comments
1	New private-sector banks	10.00	jaywant.pawar@vvfltd.com?Jaywant Pawar	reputation for good customer service suffered because of technical problems, and
2	Old private-sector banks	5.679	khushroo.forbes@vvfltd.com?Khushroo Forbes	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

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Status	Employee Comments
1	Coaching through leader in own function for functional inputs	Mr.Manish	8	28/Mar/2018	Needs Attention	kljooooooooooooooooooooojjjj!

2	Mentoring through leader in own function for behavioural inputs inputs	Mr.Sandip	4.5	15/Dec/2017	On Track	tyyyyyyyyyyyyyyy yyyyyyyyyyyyyyyy yyyyyyyyyyyyyyyy yyyyi
---	---	-----------	-----	-------------	----------	---

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 Comments	and people get accustomed to making purchases online.[45] Flipkart projects its
Project Status	On Track
Project Status Comments	

Question	Employee's Comments	Manager's Comments
1) What went well in the last quarter?	On November 2012, Flipkart became one of the companies being probed for alleged violations of FDI regulations of the Foreign Exchange Management Act, 1999[48][49]	
2) What could have been better?	The \$700 million fund raised by Flipkart added new investors—Baillie Gifford, Greenoaks Capital, Steadview Capital, T. Rowe Price Associates and Qatar Investment Authority—on company's board.Its existing investors DST Global, GIC, ICONIQ Capital and Tiger Global also participated in this latest financing round.[65]	
3) What support or resource you require?	In October 2013, it was reported that	

Question	Employee's Comments	Manager's Comments
	Flipkart had raised an additional \$160 million from new investors Dragoneer Investment Group, Morgan Stanley Wealth Management, Sofina SA and Vulcan Inc. with participation from existing investor Tiger Global.[52][53][54]	