

Employee Name : Manish Gudekar
 Manager's Name : Monica Sadafule
 Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 30

KRA Description : "Charles Chaplin" redirects here. For other uses, see Charles Chaplin (disambiguation).

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
Chaplin's childhood in London was one of poverty and hardship. As his father was absent and his mother struggled financially, he was sent to a workhouse twice before the age of nine	Date	50		01/Oct/2017	08/Oct/2017	15/Oct/2017	22/Oct/2017	29/Oct/2017
When he was 14, his mother was committed to a mental asylum. Chaplin began performing at an early age, touring music halls and later working as a stage actor and comedian.	Value	20	.69	< 0.48	0.48 to 0.66	0.66 to 0.72	0.73 to 0.89	0.96
At 19, he was signed to the prestigious Fred Karno company, which took him to America. Chaplin was scouted for the film industry and began appearing in 1914 for Keystone Studios.	Units	20	69	< 47.61	48.3 to 65.55	66.24 to 72.45	73.14 to 89.01	95.91
Charles Spencer Chaplin was born on 16 April 1889 to Hannah Chaplin (born Hannah Harriet Pedlingham Hill)	Text	10		N.A	NA	22/7*3.14+100	e2.2561oops	N.A

KRA Category : Business

KRA Weightage : 25

KRA Description : "Charles Chaplin" redirects here. For other uses, see Charles Chaplin (disambiguation).

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
Sir Charles Spencer "Charlie" Chaplin, KBE (16 April 1889 – 25 December 1977) was an English comic actor, filmmaker, and	Days			60	35	25	20	0
composer who rose to fame in the era of silent film. Chaplin became a worldwide icon through his screen persona "the Tramp" and is considered one of the most important figures in the history	Ratio			9:7	5:5	15:5	0:10	22:7

KRA Category : Customer

KRA Weightage : 15

KRA Description : He soon developed the Tramp persona and formed a large fan base. Chaplin directed his own films from an early stage and continued to hone his craft as he moved to the Essanay, Mutual, and First National corporations. By 1918, he was one of the best-known figures in the world.

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
In 1919, Chaplin co-founded the distribution company United Artists, which gave him complete control over his films. His first feature-length was The Kid (1921), followed by A Woman of Paris (1923).	Percentage			56	0.69	82.30	100	66.40
The Gold Rush (1925), and The Circus (1928). He refused to move to sound films in the 1930s, instead producing City Lights (1931) and Modern Times (1936) without dialogue.	Weight		87	< 60.03	60.9 to 82.65	83.52 to 91.35	92.22 to 112.23	120.93
and his popularity declined rapidly. He was accused of communist sympathies, while his involvement in a paternity suit and marriages to much younger women caused scandal.	Days			28	21	14	7	1

KRA Category : Process

KRA Weightage : 30

KRA Description : "Charles Chaplin" redirects here. For other uses, see Charles Chaplin (disambiguation).

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
Chaplin wrote, directed, produced, edited, starred in, and composed the music for most of his films	Units		100	< 69	70 to 95	96 to 105	106 to 129	139
He was a perfectionist, and his financial independence enabled him to spend years on the development and production of a picture. His films are characterised by slapstick combined with pathos	Weight		1000	< 690	700 to 950	960 to 1050	1060 to 1290	1390

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

Employee Name	Manager's name	Employee ID	Year
Manish Gudekar	Monica Sadafulle	1004	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	Chaplin's childhood was fraught with poverty and hardship, making his eventual trajectory "the most dramatic of all the rags to riches stories ever told" according to his authorised biographer David Robinson.[13]
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
1			
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	Coaching through leader in own function for functional inputs	Monica	7	20/Jan/2018		

2	Coaching through leader in own function for functional inputs	Rohan Jain	16	10/Nov/2017		
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Part C: Development through action learning projects

Project Title	Commemoration and tributes
Review date	23/Dec/2017
Target end date	28/Feb/2018
Project scope	Background and childhood hardship
Project exclusions	Charles Spencer Chaplin was born on 16 April 1889 to Hannah Chaplin (born Hannah Harriet Pedlingham Hill) and Charles Chaplin Sr. There is no official record of his birth, although Chaplin believed he was born at East Street, Walworth, in South London.[2][note 1] His mother and father had married four years previously, at which time Charles Sr. became the legal carer of Hannah's illegitimate son, Sydney John Hill.[6][note 2] At the time of his birth,
Project deliverables (Target at rating 3: good solid performance)	Chaplin's parents were both music hall entertainers. Hannah, the daughter of a shoemaker,[7] had a brief and unsuccessful career under the stage name Lily Harley,[8] while Charles Sr., a butcher's son,[9] was a popular singer.[10]
What is the employee expected to learn from this project	Although they never divorced, Chaplin's parents were estranged by around 1891.[11] The following year, Hannah gave birth to a third son – George Wheeler Dryden – fathered by the music hall entertainer Leo Dryden.
Reviewer(s) name	Rushikesh
Project Status	
Project Status Comments	