

KRA Category : Business / KRA Weightage : 20

**KRA Description :** over the Internet and mobile networks. After registering to use the site, users can create a user profile indicating their name, occupation, schools attended and so on.

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
Users can add other users as "friends", exchange messages, post status updates and digital photos, share digital videos and links, use various software applications ("apps"),	Percentage			00	66.40	99.99	105	82.30	Needs Attention	In the middle of the 13th century, Venetian bankers began to trade in government securities. In 1351 the Venetian government outlawed spreading rumors intended to lower the price of g	Nearing Completion	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments					
													overment funds.				
					and receive notification whenever update their profiles or make posts. Additionally, users may join common-interest user groups organized by workplace, school,	Date			31/Mar/2018	24/Feb/2018	27/Jun/2018	30/Dec/2017	25/Nov/2017	Needs Attention	Bankers in Pisa, Verona, Genoa and Florence also began trading in government securities during the 14th century. This was only possible because these were independent city-states not ruled by a duke	Needs Attention	gfhfghfgh
					hobbies or other topics, and cate	Weight	83		57.27	58.1 to 78.85	79.68 to 87.15	87.98 to 107.07	greater than 115.37	Needs Attention	In the 17th and 18th centuries, the	Completed	rr

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments		
					gorize their friends into lists such as " People From Work" or " Close Friends ". In groups, editors can pin posts to top. Additionally,							Dutch pioneering several financial innovations that helped lay the foundations of modern financial system.[30][31][32][33]		
					users can complain about or block unpleasant people. Because of the large volume of data that users submit to the service, Facebook	Value	154		106.26	107.8 to 146.3	147.84 to 161.7	163.24 to 198.66	greater than 214.06	Completed

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
					Facebook has come under scrutiny for its privacy policies.						Countries followed in the 16th century.	

**KRA Category : People / KRA Weightage : 15**

**KRA Description :** over the Internet and mobile networks. After registering to use the site, users can create a user profile indicating their name, occupation, schools attended and so on.

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
Facebook is an American for-profit corporation and an online social media and social networking servi	Date			01/Apr/2017	06/May/2017	03/Jun/2017	01/Jul/2017	05/Aug/2017	Needs Attention	corporate shareholders. In the early 1600s the Dutch East India Company (VOC) became	Nearing Completion	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments		
					ce based in Menlo Park, California. The Facebook website was launched on February 4, 2004,							the first company in history to issue bonds and shares of stock to the general public.[34]		
					by Mark Zuckerberg, along with fellow Harvard College students and roommates, Eduardo Saverin, Andrew McCollum, Dustin Moskovitz, and Chris Hughes.[5]	Ratio			4:10	5:12	1:5	1100:4	22:7	Needs Attention

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
					6]							

**KRA Category : Customer / KRA Weightage : 15**

**KRA Description :** over the Internet and mobile networks. After registering to use the site, users can create a user profile indicating their name, occupation, schools attended and so on.

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
Facebook gradually added support for students at various other universities, and eventually to high school students as well. Since 2006, anyone who clai	Days			20	15	10	5	0	Completed	NA	Needs Attention	fsdfsdfsdf sdf

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments		
					ms to be at least 13 years old									
					Id has been allowed to become a registered user of Facebook, though variations exist in the minimum age requirement, depending on applicable local laws.[7] The Facebook name comes from the facebook directories often	Units	99.099		68.38	69.37 to 94.14	95.14 to 104.05	105.04 to 127.84	greater than 137.75	Needs Attention

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
					in given to United States university students. [8]							
					Facebook may be accessed by a large range of desktops, laptops, tablets, computers, and smartphones	Ratio			1:1	2:2	3:3	4:4

**KRA Category : Process / KRA Weightage : 30 \_**



**KRA Description :** over the Internet and mobile networks. After registering to use the site, users can create a user profile indicating their name, occupation, schools attended and so on.

[illegible]

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
					Facebook's market cap of \$250 billion.[10] Facebook has more than 2 billion monthly active users as of June 2017.[11][12]						debt, they could be called the first brokers. A common misbelief[citation needed] is that, in late 13th-century Bruges, commodity traders gathered	
					As of April 2016, Facebook was the most popular social networking site in	Weight	45.54		31.42	31.88 to 43.26	43.72 to 47.82	48.27 to 58.75

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
				the world, based on the number of active user accounts. [13]								
				Facebook classifies users from the ages of 13 to 18 as minors and therefore sets their profiles to share content with friends only. [14]	Value	54.45		37.57	38.12 to 51.73	52.27 to 57.17	57.72 to 70.24	greater than 75.69

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments				
					2003–2006: Thefacebook, Thiel investment, and name change	Text		&%f d h b h __ M ( I O S )	N>A A	3.4444444444444444	22/7*100	Not Applicable	Needs Attention	but actually, the family Van der Beurze had a building in Antwerp where those gatherings occurred	Completed	eeeeeeeeee

## KRA Category : People / KRA Weightage : 20 \_

**KRA Description :** over the Internet and mobile networks. After registering to use the site, users can create a user profile indicating their name, occupation, schools attended and so on.

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
According to The Harvard Crimson, the site was compared	Days			28	21	14	7	1	On Track	While the Italian cities produced the first transfers	On Track	NA

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments		
					ble to Hot or Not and used "photos compiled from the online facebook of nine Houses,							ble g overnment bonds , they did not develop the otheringredient necessary to produce a fully fledged capital market:		
					placing two next to each other at a time and asking users to choose the "hotter" person".[15] Facemash attracted 450 visitors and	Date			03/Apr/2017	05/Jun/2017	08/Aug/2017	04/Oct/2017	06/Dec/2017	Nearing Completion

KPI List	KPI Unit Format	KPI value	KPI Target Value	(1) Unsatisfactory Performance	(2) Needs improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Employee Mid Review Status	Employee Comments	Mid Review Status	Mid Review Comments
					22,000 photos in its first four hours online.[16]							

vvf57e264fd8d3ef

# Individual Development Plan

## (WI.CHR.03 F.NO. 1)

<b>Employee Name</b>	Manish Gudekar	<b>Manager's name</b>	Monica Sadafule
<b>Employee Code</b>	1004	<b>Year</b>	2016-2017

*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	The banks, which were not nationalized at the time of bank that took place during 1969 and 1980 are known to be the d sector banks. These were not nationalized, because of their regional focus. Most of the old private-sector banks are clos certain communities their operations are mostly restricted to and around their place of origin. Their Board of directors ma locally prominent personalities from trade and business circ positive points of these banks is that, they lean heavily on s technology and as such, they are likely to attract more busin come with the restructuring of the industry round the corner	
5	Getting Things Done		1	The banks, which came in operation after 1991, with the ir economic reforms	
6	The Super Manager	Amit Sanas	2	and financial sector reforms are called "new private-sector	
7	Six Thinking Hats		1	Banking regulation act was then amended in 1993,	
8	Art of Charm	Anant Pednekar	1	which permitted the entry of new private-sector banks in th banking s sector.	

\*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	Program Completed	Reviews
1	New private-sector banks	10.00	jaywant.pawar@vvf ltd.com?Jaywant Pawar		NA
1	Old private-sector banks	5.679	khushroo.forbes@v vfltd.com?Khushroo Forbes		NA

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	Employee Program Status	Employee Comments
1	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Mr.Manish	8	28/Mar/2018	Select	NA
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Mr.Sandip	4.5	15/Dec/2017	Select	NA

**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	
Project Status	On Track



<b>Project Review</b>	SSSSSSSSSSSSSSSSSSS
-----------------------	---------------------