

Employee Name : PRAFULL GORE

Manager's Name : Prasad Kale

Goalsheet Of Year: 2017-2018

**KRA Category : Business**

**KRA Weightage : 15**

**KRA Description : Govtment Liasoning & EHS**

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
1.All boilers getting inspected from Director of Boiler on or before due date	Text	50		After 15 days of due date	After 1 week of due date	On due date	Before 1 week of due date	Before 1 week of due date
2.All pressure vessels getting updated for pressure test as per factory act	Text	50		After 15 days of due date	After 1 week of due date	On due date	Before 1 week of due date	Before 1 week of due date

**KRA Category : Customer**

**KRA Weightage : 15**

**KRA Description : Internal customer satisfaction by providing right quality/quantity Utilities**

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
HP steam supply with required pressure & flow.& VAPOR boilers readiness.	Text	30		Supply Pressure Upto 51Kg/cm2	Supply Pressure Upto 52 Kg/cm2	Supply Pressure Between	Supply Pressure above 52Kg/cm2	Supply Pressure Above 53Kg/cm2
MP steam supply with required pressure & flow. Readiness of IAEC boiler.	Text	30		Pressure Upto10.5 Kg/cm2	Pressure Upto11 Kg/cm2	Pressure Upto 11.5 Kg/cm2	Fatty Alcohol Plant 12	Pressure Above 12.5 Kg/cm2
D.M.Water supply - New D.M.Plant - Old D.M.Plant	Text	20		New D.M. Plant flow 30 m3/hr.with OBR 780 M3 Old d.m.plant 10 m3/hr with OBR 180 M3	New D.M. Plant flow 30 m3/hr.with OBR 790 M3 Old d.m.plant 10 m3/hr with OBR 190 M3	PH 7.5 to 8.5 ConductivityLess than 10 micro semen Silica less than 0.02 ppm New D.M. Plant flow 30 m3/hr.with OBR 800 M3 Old d.m.plant 10 m3/hr with OBR 200 M3	New D.M. Plant flow 30 m3/hr.with OBR 810 M3 Old d.m.plant 10 m3/hr with OBR 210 M3	New D.M. Plant flow 30 m3/hr.with OBR 820 M3 Old d.m.plant 10 m3/hr with OBR 220 M3
Cooling Tower operation	Text	20		PH 6 TO 7 C.O.C 6 to 7 Turbidity lmore than 25 NTU	PH 6.5 TO 7 C.O.C 6 to 5 Turbidity upto than 25 NTU	PH 7.5 TO 8.2 C.O.C 4 to 5 Turbidity less than 25 NTU	PH 7.5 TO 8.2 C.O.C 2 to 4 Turbidity less than 25 NTU	PH 7.5 TO 8.2 C.O.C 2 to 4 Turbidity less than 25 NTU

**KRA Category : Business**

**KRA Weightage : 40**

**KRA Description : Supply of utilities (24 x 7) to meet SNOP target**

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
Specific consumption of Gas turbine to be maintain 325 SCM/MWH	Text	20		335	330	325	320	315
Maintain Coal fired heaters efficiency 76 % & Thermic fluid heater Thermal efficiency TP 45 A,B & C 91%	Text	20		72%	73%	74%	75%	76%
Maintain HRSG heat transfer efficiency 96% & Steam boiler efficiency SM 30 & SM 50 - 88%	Text	20		92	93	94	95	96
VAM Chilled water supply temp 5 Deg C with 275 TR	Text	20		7	6.5	6	5.5	5
Nitrogen plant receiver pressure 4 kg/cm2 & purity- 99.5%.	Text	20		99.1	99.2	99.3	99.4	99.5

#### KRA Category : People

**KRA Weightage : 15**

**KRA Description : Saftey and housekeeping in Department & training of utility associate cadre**

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
Incident in utility and CPP	Text	20		4	3	2	1	0
Identify unsafe act & condition & rectify it	Text	30		1	2	3	4	5
Maintain proper house keeping in all utility sections	Text	30		Rating 5 to 6	Rating 6 to 7	Rating 7 to 8	Rating 8 to 9	Rating 9 to 10
Taring of New employees	Days	20		180	150	120	90	60

#### KRA Category : Process

**KRA Weightage : 15**

**KRA Description : Cost saving & Improvement in Utility section**

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
1. Raw water pump changing & rerouting the DFA water pipe line.	Text	50		Rupees 30000	rupees 40000	Rupees 50000	Rupees 60000	Rupees 70000
2. To operate the CPP in island mode for saving on energy cost	Value	25	0.325	< 0.22	0.23 to 0.31	0.31 to 0.34	0.34 to 0.42	0.45

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
3.Minimum NG Imbalance	Text	25		1 Lakh	75000	50000	25000	0

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

Employee Name	Manager's name	Employee ID	Year
PRAFULL GORE	Prasad Kale	10003927	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	Prasanna Purushothaman	1	NEED TO IMPROVE SKILL
5	Getting Things Done	Prasanna Purushothaman	1	
6	The Super Manager	Amit Sanas	2	
7	Six Thinking Hats		1	Needed
8	Art of Charm	Anant Pednekar	1	NEW FOR THIS

\*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	<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

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	