

## KRA Category : Business / KRA Weightage : 25

**KRA Description :** Goal Setting and IDP Guidelines

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
Minimum 4 goals (KRAs) and Maximum 5	Units	87.62	30	60.46	61.33 to 83.24	84.12 to 92	92.88 to 113.03	greater than 121.79	Needs Attention	Facebook, Inc. held its initial public offering (IPO) in February 2012, and began selling stock to the public three months later, reaching an original peak market capitalization	Needs Attention	In October 2008, Facebook announced that it would set up its international headquarters in Dublin, Ireland.[44] Almost a year later, in September 2009, Facebook said that it had

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												of \$10 4 billion.		turned cash-flow positive for the first time .[45]
					Old private-sector banks	Text			250 0.10 /12. 52	NIL	0/0	48.2 60radian	360}	Needs Attention

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											of June 2017.[11][12]	ed value of around \$15 billion. Microsoft's purchases included rights to place int

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

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Four categories of goals (KRAs) – Business, Customer, Process, People	Weight	154.23		106.42	107.96 to 146.52	148.06 to 161.94	163.48 to 198.96	greater than 214.38	Completed	As of April 2016, Facebook was the most popular social networking	Needs Attention	2006–2012: Public access, Microsoft alliance and rapid growth

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					one repeated if 5 KRAs are chosen							site in 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]		
					Shared goal is not a separate category but	Value	99.45		68.62	69.62 to 94.48	95.47 to 104.42	105.42 to 128.29	greater than 138.24	Needs Attention

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					is mentioned in either of the categories listed above										
					Axis Bank	Date			07/Jun/2017	12/Jul/2017	18/Aug/2017	19/Oct/2017	21/Dec/2017	Nearing Completion	He uploaded all articles to a website, each of which was featured with a corresponding comments section, then shared the site with his classmates, and people started sharing notes.[17]

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												allowed companies to promote themselves and attract customers). These started as group pages, but a new concept called company pages was planned. [40]

**KRA Category : Customer / KRA Weightage : 20**

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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	Text			The private sector banks are split into two groups	\$^gt a\$# vice _city +	by financial regulators in India, old and new .	Nil	3.4422	Needs Attention	Six days after the site launch, Harvard seniors Cameron Winklevoss, Tyler Winklevoss, and Divya Narendra accused Zuckerberg of intentionally misleading them into believing that he would help them build a social network	Needing Completion	A "circuit breaker" trading curb was used in an attempt to slow down the stock price's decline.[74] Securities and Exchange Commission Chairman Mary Schapiro, and Financial Industry Regulatory Authority (FINRA) Chairman Rick

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					k Board approved the acquisition of C BoP for 95.1 billion INR in one of the largest mergers in the financial sector in India.[16]						ork called HarvardConnection.com.	Ketchum, called for a review of the circumstances surrounding the IPO.[75] Facebook's IPO was consequently investigated, and was compared to a "pump and dump" scheme.[69][73][75][76] A class-action lawsuit was filed in May 2012 because



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													of the trading glitches, which led to
					The equities 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 receipts are	Days			21	14	7	5	2.20

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					listed on the Luxembourg Stock Exchange where two GDRs represent one equity share of HDFC Bank..									
					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	Ratio			6:7	74:9	100:5	89:10	4:7	Completed

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					or banks" are banks where greater parts of share or equity are not held by the government but by private shareholders.									
					Banking in India has been dominated by public sector or banks (since the 1969) when all major banks were nationalised by	Units	99.99		68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99	greater than 138.99	Needs Attention

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					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							ers as "friends", exchanges, post status updates and digital photos,		

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					latest technology, providing contemporary innovations and monetary tools and techniques.									
					The Nedungadi Bank was the first private sector bank in India which was founded in 1899 by Rao Bahadur T.M. (Thalakkottam Adathil) Appunaidu in	Weight	99.99		68.99	69.99 to 94.99	95.99 to 104.99	105.99 to 128.99	greater than 138.99	On Track

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					Kozhikode, Kerala.							Additionally, users may join common-interest user groups organized by workplace, school, hobbies or other topics, and categorize their friends into lists such as "People From Work" or "Close Friends".		

KRA Category : People / KRA Weightage : 25 \_

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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, Manmoh	Date		20	09/May/2017	06/Jul/2017	10/Aug/2017	24/Oct/2017	14/Mar/2018	On Track	In groups, editors can pin posts to top. Additionally, users can complain about or block unpleasant people. Because of the large volume of data that users submit to the service, Facebook has come under scrutiny for its privacy p	Nearing Completion	A January 2009 compete. com study ranked Facebook the most used social networking service by worldwide monthly active users.[46] Entertainmen Weekly included the site on its end-of-the-decade "best-of" list saying, "How on

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				an 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]								olicies. Facebook makes most of its revenue from advertisements which appear on screen,		earth did we stalk our executives, remember our co-workers' birthdays, bug our friends, and play a role using game of Scrabble before Facebook?" [47]		
					HDFC Bank provides a number of products and services which includes Wholesale banking, Retail banking	Percentage			48.362	85	66.40	145.005	69.96	Needs Attention	marketing accesses for its customers to its users and offering highly selective advertising opportunities.[	Nearing Completion



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					king , Treasury, Auto (car) Loans, Two Wheeler Loans, Personal loans, Loan Against Property and Credit Cards .[12]							9]		in July 2010,[48] and according to its dat			
					The latest entry in the league is 'Project Al',[13] under which HDFC Bank, over the next few weeks, would deploy robots at select ban	Text			%& GF+ +G @\$	na	N>A	HDFC Bank merged with Times Bank in February 2000.	24/07/2015	Nearing Completion	NA	Needs Attention	rr

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					bank branches. These robots will offer options such as cash withdrawal or deposit, forex, fixed deposits and demand services displaying on the screen to persons coming into the branch.[14]							

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# Individual Development Plan

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

<b>Employee Name</b>		<b>Manager's name</b>	
<b>Employee Code</b>		<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 old sector banks. These were not nationalized, because of their regional focus. Most of the old private-sector banks are close to certain communities their operations are mostly restricted to and around their place of origin. Their Board of directors made up of locally prominent personalities from trade and business circles. One of the positive points of these banks is that, they lean heavily on staff technology and as such, they are likely to attract more business to 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 introduction of economic reforms	
6	The Super Manager	Amit Sanas	2	and financial sector reforms are called "new private-sector banks"	
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 the banking 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@vvtltd.com?Jaywant Pawar		NA
1	Old private-sector banks	5.679	khushroo.forbes@vvtltd.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**

<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 Comments</b>	
<b>Project Status</b>	On Track

Project Review

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