

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
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
Old private-sector banks	Text			2500.10/12.52	NIL	0/0	48.260radian	360}

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
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
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
Axis Bank	Date			07/Jun/2017	12/Jul/2017	18/Aug/2017	19/Oct/2017	21/Dec/2017

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
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
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
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
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
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

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
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
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
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

vvf57e264fd8d3ef

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

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 nationalization that took place during 1969 and 1980 are known to be the old private-sector banks. These were not nationalized, because of their small size and regional focus. Most of

				the old private-sector banks are closely held by certain communities their operations are mostly restricted to the areas in and around their place of origin. Their Board of directors mainly consist of locally prominent personalities from trade and business circles. One of the positive points of these banks is that, they lean heavily on service and technology and as such, they are likely to attract more business in days 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 Indian 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
1	New private-sector banks	10.00	jaywant.pawar@vvfltd.com?Jaywant Pawar
2	Old private-sector banks	5.679	khushroo.forbes@vvfltd.com?Khushroo Forbes

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	Target date	Program	Reviews
----	--------------	----------------	-----------	-------------	---------	---------

			Meetings planned		Completed	
1	Coaching through leader in own function for functional inputs	Mr.Manish	8	28/Mar/2018		
2	Coaching through leader in own function for functional inputs	Mr.Sandip	4.5	15/Dec/2017		

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	