

Employee Name : NITIN NASARE

Manager's Name : Prasad Kale

Goalsheet Of Year: 2017-2018

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
Maintain G.T. specific N.G. Consumption sheet	Text	20		335	330	325	320	315
Maintain coal fired heater efficiency 76% & Thermic fluid heater efficiency 91%	Text	20		72	73	74	75	76
Maintain HRSG heat transfer efficiency 96% & Steam boiler efficiency SM 30 & SM 50 - 88%	Percentage	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 : safety & 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
Proper Housekeeping in Utility area	Text	20		Rating 5 to 6	Rating 6 to 7	Rating 7 to 8	Rating 8 to 9	Rating 9 to 10
Minimum incident in Utility area	Text	30		4	3	2	1	0
Identifying Unsafe act and condition within dept.	Text	30		2	3	4	5	6
Training of New employees	Days	20		180	150	120	90	60

KRA Category : Business**KRA Weightage : 15****KRA Description : operation of utilities to maximize the out put**

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
history card updation	Text	50		after every 6 month	after every 5 month	after every 4 month	after every 3 month	after every 2 month
ISO document revision	Text	50		after every 6 month	after every 5 month	after every 4 month	after every 3 month	after every 2 month

KRA Category : Customer**KRA Weightage : 15****KRA Description : Operation of utilities with Maximum output**

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 below 50 kg/cm2	supply pressure between 50 kg/cm2 to 50.9 kg/cm2	supply pressure between 52 kg/cm2 to 52.9 kg/cm2 and flow 5TPH within 8 hr. notice for vapor boiler	supply pressure between 53kg/cm2 to 53.9 kg/cm2 & flow 5 TPH within 8 hr. of notice for vapor boiler.	supply pressure 53 kg/cm2 & flow 5TPH within 6 hr.of notice for vapor boiler.
MP steam supply with required pressure & flow. Readiness of IAEC boiler	Text	30		supply pressure below 9 kg/cm2 with required flow	supply pressure below 10 kg/cm2 with required flow.	supply pressure below 11 kg/cm2 with required flow.	fatty alcohol plant 6.5 TPH at 11 kg/cm2 & fatty acid plant (cpp) 7TPH at 10.5 kg/cm2 within 8 hr. notice mp steam supply from IAEC boiler.	pressure above 12 kg/cm2 within 6 hr. of notice MP steam supply from IAEC boiler.
cooling tower operation	Text	20		ph 6 to 7 & COC 6	Ph 6.5 to 7 and COC 7	Ph 7 to 8 & COC 6	Ph 7 to 8 & coc 6 to 4	ph 7 to 8 & COC between 4 to 5
DM water supply	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

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
G.T. Chilled water line Control valve provision work	Date	20		14/Mar/2018	15/Feb/2018	14/Dec/2017	31/Oct/2017	17/Sep/2017
G.T run on island mode	Value	20	16	< 11.04	11.2 to 15.2	15.36 to 16.8	16.96 to 20.64	22.24

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
Air line interconnection from coal to cpp and stopping CPP air compressor	Value	20	1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Cost saving ideas	Text	20		0	0	1	2	3
Minimum NG Imbalance	Text	20		1 lakh	75000	50000	25000	0

vvf57e264fd8d3ef

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

Employee Name	Manager's name	Employee ID	Year
NITIN NASARE	Prasad Kale	10003832	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	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	needed.
7	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					
2	Coaching through leader in own function for functional 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	Select
Project Status Comments	