

Employee Name : AKASH VENGURLEKAR  
 Manager's Name : Aniruddha Bansod  
 Goalsheet Of Year: 2017-2018

**KRA Category : Customer**  
**KRA Weightage : 15**  
**KRA Description : Environment Health and Safety**

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
Ladder and Platform for safe access for FAP CT	Date			28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017
Silencer Provision for Stripper and FAP hogger	Date			31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017
Seat Belt arrangement for forklifts.	Date			28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017

**KRA Category : Business**  
**KRA Weightage : 40**  
**KRA Description : Effective & efficient management of day to day maintenance activity of Utility, ETP and Dispatch Department.**

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
Daily Job Planning to be done for Utility, ETP and Dispatch area to reduce downtime.	Percentage			80	85	90	95	100
reduction in unscheduled downtime(compared to FY 16-17) for Utility, ETP and Dispatch area.	Percentage			2	5	10	15	20
Ensure availability of spares and services for reduction in down time.	Percentage			60	70	80	90	100
Adherence to PM/CM schedule to avoid equipment failure of Utility, ETP and Hydrogen area	Percentage			90	93	95	97	100
Ensure for completion of shut down jobs as per defined timeline	Percentage			100	97	95	90	80

**KRA Category : People**  
**KRA Weightage : 15**  
**KRA Description : Training and Improvement**

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
Ensure Completion of self IDP	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Conduct Technical Training for Departmental Employess	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Arrange Training session from our vendors at plant site for departmental employees	Units		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
Attend technical trainings and seminars arranged by vendors at external sites	Units		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39

#### KRA Category : Process

**KRA Weightage : 15**

**KRA Description : Plant reliability improvement and energy saving**

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
Reduce mechanical seal failure	Percentage			5	8	10	15	20
Seal conversion of 05G9G, 05G9D, 01G14 to improve efficiency, save power and increasing reliability.	Date			31/Dec/2017	15/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017
Reduce repeating failure of P-30, P-424, P-518C, P-423 and 03G14	Text			45 days	60 days	90 days	120 days	150 days
Hoist Provision in Flaker and Pastillator area for Jumbo bag movement for weighing	Date			28/Feb/2018	15/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

#### KRA Category : Business

**KRA Weightage : 15**

**KRA Description : Cost Saving**

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
P-363 and P-360 Impeller changing for power saving and reliability improvement	Value		2	< 1.38	1.4 to 1.9	1.92 to 2.1	2.12 to 2.58	2.78
P-705 O-rings to be developed from alternate vendor.	Value		1	< 0.69	0.7 to 0.95	0.96 to 1.05	1.06 to 1.29	1.39
Elimination of spillage, steam leakages and thermic leakages to	Percentage			85	90	95	97	100

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1)	(2)	(3)	(4)	(5)
				Unsatisfactory Performance	Needs Improvement	Good Solid Performance	Superior Performance	Outstanding Performance
Study on efficiency improvement of 05G9 A/B/C	Date			31/Jan/2018	31/Dec/2017	30/Nov/2017	15/Nov/2017	31/Oct/2017

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

*Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:*

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	To improve management skills
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

**\*\*Mandatory for employees working at locations covered by the certifications**

No	Topics required	No. of Days	Internal faculty name
1	Advanced Excel	2	External Faculty
2			

### 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	