

Employee Name : Vipul Deshani  
Manager's Name : Manoj Mhatre  
Goalsheet Of Year: 2017-2018

**KRA Category : Business**

**KRA Weightage : 15**

**KRA Description : Business Continuity and IT Security**

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
DR Drill	Text			0 times in year	0 times in year	0 times in year	1 times in year	2 times in year
O/S Administration on Solaris, AIX and Oracle Database Administration with security Patches.	Text			Latest Patch 5	Latest Patch 4	Latest Patch 3	Latest Patch 2	Latest Patch 1

**KRA Category : People**

**KRA Weightage : 15**

**KRA Description : Training and Self Development**

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
Configuration of CHARMS in Solution Manager for generating Documents	Text			March 18	Feb 18	Jan 18	Dec 17	Nov 17
Share Point Training	Text			March 18	Feb 18	Jan 18	Dec 17	Nov 17

**KRA Category : Customer**

**KRA Weightage : 15**

**KRA Description : Uptime and Support**

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
SAP Uptime and DR Uptime	Percentage			95	96	97	98	99
WAN uptime	Percentage			94	95	96	97	98

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
SAP Basis Support Window (India/Poland/Dubai)	Text			After 5 hour	After 4 hour	After 3 hour	After 2 hour	within 1 hour
Network Uptime	Percentage			95	96	97	98	99
VPN Uptime	Percentage			95	96	97	98	99

**KRA Category : Process**  
**KRA Weightage : 15**  
**KRA Description : Projects**

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
ASP-GSP Implementation & Support for GST	Text			60 days after project approval	45 days after project approval	30 days after project approval	15 days after project approval	07 days after project approval
WMS EDI - technical integration at Dubai	Text			Mar 18	Mar 18	Feb 18	Jan 18	Dec 17
Implementation of MAC ID binding for Personna	Text			Feb 18	Jan 18	Dec 17	Nov 17	Oct 17
Optimization of SAP Licenses.	Text			Mar 18	Mar 18	Feb 18	Jan 18	Dec 17

**KRA Category : Process**  
**KRA Weightage : 40**  
**KRA Description : Upgrade, Enhancement, monitoring in Dubai & Poland SAP and compliance**

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
SAP Technical upgrade from 4.7 to ECC6 EHP7 for dubai and Poland Instance	Text			Aug 17	Jul 17	Jun 17	May 17	Apr 17
Migration of Dubai Poland SAP Instance from from co-location to Cloud	Text			Aug 17	Jul 17	Jun 17	May 17	Apr 17
Ensuring software optimization and compliance of SAP Licenses including SOD and Authorization	Text			Not compliant	50% compliant	90% compliant	95% compliant	100% compliant
Maintenance and optimization of SAP Instance	Text			Jan 18	Dec 17	Nov 17	Oct 17	Sep 17

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
Implementation of the recommendation of SAP Audit	Days			70	60	50	40	30

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

Employee Name	Manager's name	Employee ID	Year
Vipul Deshani	Manoj Mhatre	10001170	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	
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**

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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**

<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 Status</b>	
<b>Project Status Comments</b>	