

GHASSAN ABOUD GROUP

Performance Management System KPI's Form (Grade 6 - 10 Only)

Employee ID : 100036

Grade : 8

Emp Name : Mary Rose Braza

Designation : Senior Payroll Administrator

Business Unit : GHASSAN ABOUD GROUP FZE

Department :

Reporting To : Steve Ayala / Sr. Software Developer / G - 7

KPI's & Target Setting Year & Month : Jan 1, 2023

KPI's count: 4 to 6 KPI's, 70% weightage to KPI's & 30% weightage to competencies development. KPI's & Targets integrated with Annual Business Plan & Budget for FY 2023							
#	KPI's	Measures (Units, Volumes, Values in AED, Index, %ile, any suitable measures)	Assigned Weightage (%)	Target for the Year - Planned 2023	Mid Year Performance Review 2023	Final Target Achievement - Actuals 2023	Overall Performance Score (Month 1-12) Refer the KPI's Target Description below
1	% Security intrusions detection rate	Percentage	5%	3%	2.5%		
2	\$ Revenue by healthcare product	Value	30%	25000	10000		
3	\$ Revenue by healthcare product	Value	5%	25000	10000		
4	\$ Revenue by healthcare product	Value	10%	25000	10000		
5	\$ Revenue by healthcare product	Value	10%	25000	10000		
6	\$ Revenue by healthcare product	Value	10%	25000	10000		

KPI's Target Description

100% & Above: Exceeded Targets / Stretch Target = 6 (Significant Achievement - Extremely Excellent)

70% to 89% of target achievement = 4 (Very Good)

35% to 49% of target achievement = 2 (Satisfactory)

90 % to 99% Closeness to reach the Target = 5 (Excellent)

50% to 69% of target achievement = 3 (Good)

1% to 34% of target achievement = 1 (Needs to Improve - Poor)

GHASSAN ABOUD GROUP

Performance Management System KPI's Form (Grade 6 - 10 Only)

Employee Capability Development - ECD (To be filled at the Time of KPI's Target Setting Phase Only, 30% weightage can be distributed between Technical & Behavioural areas)

Technical / Functional / Job Related Trainings: Identify 2 or 3 training programs along with weightage% which may help or increase the employee job knowledge or competency level to achieve the assigned target. (For Example: Business Analytics, Strategic Planning, Essential Food Safety, Advance MS Office skills, Project Management, ECommerce, International Trade Terms, Supply chain Analytics , CRM, Business Intelligence, Advance Financial Management)

Soft Skills or Behaviour Related Trainings: Identify 1 or 2 training programs weightage% which may enhance the employee behaviour or a skill which enables to achieve the assigned target. (For example: Negotiation skills, Coaching & Mentoring skills, Managerial skills development, Leadership Development, Planning & Organizing skills, Team Management & Supervisory development skills, Emotional Intelligence etc)

1. technical title

1. softskill title

2. technical and softskill

2.

ECD Ratings by end of the year (after attending the training): 5 - Skill level improved drastically & widely noticed, 4 - Improvement is noticed, 3 - Marginal improvement in skills, 2 - Very slight Improvement, 1 - No Improvement at all, 0 - Didn't attend the training