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| | Ans. | Existing process are good but modification in existing process & functions according the requirement of time necessry. | | | |  |  | | --- | --- | | 2 | At work, are there any factors that hinder your growth? | | Ans. | No any such factors which can hinder my growth | | | |  |  | | --- | --- | | 3 | At work, what are the factors that facilitate your growth? | | Ans. | Transparency in work & availability of resources and proper direction of superior is main factor which help to take decisions at right time in right place. | | | |  |  | | --- | --- | | 4 | What support you need from the superiors to facilitate your performance? | | Ans. | Advace training regarding to Qualily management system & seed enhancement techniques is necessary. | | | |  |  | | --- | --- | | 5 | Any other feedback ! | | Ans. | SOPs must be developed for different aspects of quality | | |  | | ***(KRA)*** | | |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **SNo.** | **KRA/Goals** | **Description** | **Measure** | **Unit** | **Weightage** | **Target** | **Self Rating** | **Remarks** | | 1 | Seed Testing | To ensure timely physiological seed quality testing of all the lots arrived at Deorjhal plant. | Processes | None | 30.0 | 100.0 | 99.0 | Timely testing of seed done as per requirement | | 2 | Seed Quality Upgradation | To work on Seed Quality Upgradation by Seed Priming, LDS, Seed Fortification. | Processes | None | 30.0 | 100.0 | 90.0 | is in process | | 3 | Experiment | Develope module to predict shelf life of Star products by A.Aging test. | Processes | None | 20.0 | 100.0 | 90.0 | under process | | 4 | Grow out test | To issue all the GOT samples to GOT team in time. | Processes | None | 10.0 | 100.0 | 99.0 | GOT, samples given GOT, team as soon as possible | | 5 | Moisture Meter Calibration | Periodic calibration of Moisture meters. | Maintenance | None | 10.0 | 100.0 | 99.0 | Done Periodically | | |  | | ***(Skill/ Behavioral)*** | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **SNo.** | **Behavioral/Skills** | **Description** | **Weightage** | **Target Rating** | **Self Rating** | **Comments** | | 1 | INTERPERSONAL SKILLS | Degree of co-operation with team members; Ability to interact effectively with superiors, peers and subordinates | 10.0 | 100.0 | 99.0 | Try best to interact and co-operate with superiors, peers and subordinates | | 2 | COMMUNICATION | Clarity of thought and expression; skills and desire of sharing relevant information with all concerned (upward, lateral, downward) | 10.0 | 100.0 | 100.0 | Try communicate & sharing relevant information with all concerned as much as possible | | 3 | INITIATIVE | Takes the first step. Proactive. Creates and is alert to opportunities | 10.0 | 100.0 | 99.0 | Always take initiative and alert team to different opportunities | | 4 | PROBLEM SOLVING | Ability to go to the core of the problem. Makes a correct diagnosis with relevance | 20.0 | 100.0 | 99.0 | Try my best to go the core of the problem and solve them | | 5 | ATTENDANCE & PUNCTUALITY | Regularity of attendance. Punctuality related to work place and work/ assigned tasks | 10.0 | 100.0 | 100.0 | Punctual | | 6 | ATTITUDE TOWARDS ORGANIZATION/WORK/AUTHORITY | Attitudinal pre-disposition. Approach to work; sensitivity and temperament | 10.0 | 100.0 | 100.0 | Positive approach | | 7 | TEAM LEADERSHIP | BUILD effective teams recognizing individual, contributions, cultural factors and organizational context; MOTIVATE self and team members for results; INSTILL team agenda before personal/individual interest; ENCOURAGE dialogue and ACT in accordance with team inputs | 20.0 | 100.0 | 99.0 | Motivate all team members time to time when required & result oriented approach. | | 8 | MENTORING AND COACHING | SHARE wisdom and professional expertise with others;ASSESS accurately individual strengths and developmental needs; FACILITATE individual learning; GUIDE and SUPPORT on performance, career or succession trends. | 10.0 | 100.0 | 99.0 | Every time alert about learning, guidance and share valuable suggestions | | |  | |  | | | | |