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| **EmpCode :** | **474** | **Name :** | **VIPIN CHANDRA JOSHI** |   | **Date :** | **09-09-2016** | **Time :** | **04:58:38** |   | [**print form**](https://www.vnrseeds.co.in/hrims/Employee/EmpAppFormPrint.php?PmsId=1456&EmpId=334)**https://www.vnrseeds.co.in/hrims/Employee/images/printer.png**  |

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| ***(Achievement)*** |
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| 1 |  Sucessfully completed sampling & seed quality testing of all the lots arrived at Hyderabad plant during Paddy season, within stipulated time period. |
| 2 |  Handle market complains of seed & try to identify the root cause of the problem as per direction of my Superior and got sucess. |
| 3 |  Successfully handeled palnt quality and trained new team for seed quality related aspects. |
| 4 |  Good cordination with Plant, MIS & Sales team wich result seed testing & supply of seed according to urgent demand. |
| 5 |  Time to time check the descripiencies and new development in seed trac according to requirement of QA- Department. |
| 6 |  Help Legal team during legal issues time to time as per their requirement. |
| 7 |  New working system developed along with QA-team in new QA-lab & implimented all the standards related to seed quality parameters. |

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| ***(Feedback)*** |
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| 1 |   What is your feedback regarding the existing & new processes that are being followed or needs to be followed in your respective functions? |
| Ans. |  Existing process are good but modification in existing process & functions according the requirement of time necessry. |

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| 2 |  At work, are there any factors that hinder your growth?  |
| Ans. |  No any such factors which can hinder my growth |

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| 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.  |

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| 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. |

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| 5 |  Any other feedback ! |
| Ans. |  SOPs must be developed for different aspects of quality |

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| ***(KRA)*** |
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| **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 |

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| ***(Skill/ Behavioral)*** |
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| **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 |

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