

Key Performance Indicators for Environment				
Quadrant	KPI Name	KPI Definition	Measurement Formula	Rating Scale (1 to 5; where 1 is the lowest and 5 is the highest)
	Revenue Earned	Measures percentage of actual revenue earned in relations to targeted revenue to be earned during the period	$(\text{Actual Revenue Earned} / \text{Targeted Revenue}) * 100$	<ul style="list-style-type: none"> 1 - if the actual revenue is less than 60% of the targeted revenue 2 - if the actual revenue is 60% to 79% of the targeted revenue 3 - if the actual revenue is 80% to 89% of the targeted revenue 4 - if the actual revenue is 90% to 99% of the targeted revenue 5 - if the actual revenue is 100% or more of the targeted revenue
	Engineering Days Consumption (Utilization)	Measures percentage of actual engineering days consumed for various reports & tasks in relation to estimated engineering days required for various reports & tasks in the given period	$(\text{Actual engineering days consumed for various reports and tasks} / \text{Estimated engineering days}) * 100$	<ul style="list-style-type: none"> 1 - if actual engineering days consumed are 116% or more of the estimated engineering days 2 - if actual engineering days consumed are 111% to 115% of the estimated engineering days 3 - if actual engineering days consumed are 106% to 110% of the estimated engineering days 4 - if actual engineering days consumed are 101% to 105% of the estimated engineering days 5 - if actual engineering days consumed are 100% or lesser of the estimated engineering days
	Savings	Measures percentage of actual cost incurred on various activities as compared to the estimated cost to be incurred	$(\text{Actual cost incurred} / \text{Estimated or Budgeted cost}) * 100$	<ul style="list-style-type: none"> 1 - if actual cost incurred are 116% or more percentage of the estimated cost 2 - if actual cost incurred are 111% to 115% of the estimated cost 3 - if actual cost incurred are 106% to 110% of the estimated cost 4 - if actual cost incurred are 101% to 105% of the estimated cost 5 - if actual cost incurred are 100% or lesser percentage of the estimated cost
	Preparing Form I / Draft EMP / Final EMP as per Terms of Reference specified by MoEF	Measures percentage of actual number prepared as compared to total number to be prepared	$(\text{Actual number prepared} / \text{Planned number to be prepared}) * 100$	<ul style="list-style-type: none"> 1 - if the actual number prepared are less than 60% of the planned number 2 - if the actual number prepared are 60% to 79% of the planned number 3 - if the actual number prepared are 80% to 89% of the planned number 4 - if the actual number prepared are 90% to 99% of the planned number 5 - if the actual number prepared are 100% of the planned number
	Preparing Public Hearing Document	Measures percentage of actual number of Public Hearing document prepared as compared to targeted or allocated number of public hearing document	$(\text{Actual number of Documents} / \text{Targeted number of Documents}) * 100$	<ul style="list-style-type: none"> 1 - if the actual number of Public Hearing Documents prepared are less than 60% of the targeted number 2 - if the actual number of Public Hearing Documents prepared are 60% to 79% of the targeted number 3 - if the actual number of Public Hearing Documents prepared are 80% to 89% of the targeted number 4 - if the actual number of Public Hearing Documents prepared are 90% to 99% of the targeted number 5 - if the actual number of Public Hearing Documents prepared are 100% of the targeted number
	Preparing Final EMP - After Incorporating Minutes of Public Hearing	Measures percentage of the actual number of Final EMP created in relation to planned number of Final EMP to be created during the given period	$(\text{Actual number of Final EMP created} / \text{Planned number of Final EMP}) * 100$	<ul style="list-style-type: none"> 1 - if the actual number of final EMP created are less than 60% of the planned number 2 - if the actual number of final EMP created are 60% to 79% of the planned number 3 - if the actual number of final EMP created are 80% to 89% of the planned number 4 - if the actual number of final EMP created are 90% to 99% of the planned number 5 - if the actual number of final EMP created are 100% of the planned number

Preparing Mine Closure Plan	Percentage measure of actual number of mine closure plan prepared as compared to planned number of mine closure plan	(Actual number of mine closure plan prepared / Planned number of mine closure plan to be prepared)*100	1 - if the actual number of mine closure plan prepared are less than 60% of the planned number 2 - if the actual number of mine closure plan prepared are 60% to 79% of the planned number 3 - if the actual number of mine closure plan prepared are 80% to 89% of the planned number 4 - if the actual number of mine closure plan prepared are 90% to 99% of the planned number 5 - if the actual number of mine closure plan prepared are 100% of the planned number
Conducting Environmental Monitoring of Mines - Ambient Air Quality, Water Quality & Noise Quality	Measures percentage of actual number of environmental monitoring conducted as compared to planned number of environmental monitoring to be conducted	(Actual number of environmental monitoring conducted / Planned number of environmental monitoring to be conducted)*100	1 - if the actual number of environmental monitoring conducted are less than 60% of the planned number 2 - if the actual number of environmental monitoring conducted are 60% to 79% of the planned number 3 - if the actual number of environmental monitoring conducted are 80% to 89% of the planned number 4 - if the actual number of environmental monitoring conducted are 90% to 99% of the planned number 5 - if the actual number of environmental monitoring conducted are 100% of the planned number
Monitoring Baseline Data Generation (With regard to Air, Water, Noise, Soil, Flora Fauna, Socio Economic Assessment of Areas)	Measures percentage of number of baseline data generated for number of projects as compared to targeted or allocated number of baseline data to be generated	(Actual Number of Baseline Data Generated / Targeted or Allocated Number)*100	1 - if the actual number of baseline data generated are less than 60% of the targeted number 2 - if the actual number of baseline data generated are 60% to 79% of the targeted number 3 - if the actual number of baseline data generated are 80% to 89% of the targeted number 4 - if the actual number of baseline data generated are 90% to 99% of the targeted number 5 - if the actual number of baseline data generated are 100% of the targeted number
Design of STP	Measures percentage of actual number of STP Designed as compared to targeted number of STP to be designed	(Actual number of STP designed / Targeted number of STP to be designed)*100	1 - if the actual number of STP designed are less than 60% of the targeted number 2 - if the actual number of STP designed are 60% to 79% of the targeted number 3 - if the actual number of STP designed are 80% to 89% of the targeted number 4 - if the actual number of STP designed are 90% to 99% of the targeted number 5 - if the actual number of STP designed are 100% of the targeted number
Design of ETP	Measures percentage of actual number of ETP Designed as compared to targeted number of ETP to be designed	(Actual number of ETP designed / Targeted number of ETP to be designed)*100	1 - if the actual number of ETP designed are less than 60% of the targeted number 2 - if the actual number of ETP designed are 60% to 79% of the targeted number 3 - if the actual number of ETP designed are 80% to 89% of the targeted number 4 - if the actual number of ETP designed are 90% to 99% of the targeted number 5 - if the actual number of ETP designed are 100% of the targeted number

Design of Dust Suppression System on Road & Coal Stock Yards	Measures percentage of actual number of Dust Suppression System on Road Designed as compared to targeted number of Dust Suppression System on Road to be designed	(Actual number of Dust Suppression System on Road designed / Targeted number of Dust Suppression System on Road to be designed)*100	1 - if the actual number of Dust Suppression System on Road designed are less than 60% of the targeted number 2 - if the actual number of Dust Suppression System on Road designed are 60% to 79% of the targeted number 3 - if the actual number of Dust Suppression System on Road designed are 80% to 89% of the targeted number 4 - if the actual number of Dust Suppression System on Road designed are 90% to 99% of the targeted number 5 - if the actual number of Dust Suppression System on Road designed are 100% of the targeted number
Analysis of Slope Stability of Dumps	Measures percentage of actual number of Analysis of Slope Stability of Dumps conducted as compared to targeted number of Analysis of Slope Stability of Dumps to be conducted	(Actual number of Analysis of Slope Stability of Dumps conducted / Targeted number of Analysis of Slope Stability of Dumps to be conducted)*100	1 - if the actual number of Analysis of Slope Stability of Dumps conducted are less than 60% of the targeted number 2 - if the actual number of Analysis of Slope Stability of Dumps conducted are 60% to 79% of the targeted number 3 - if the actual number of Analysis of Slope Stability of Dumps conducted are 80% to 89% of the targeted number 4 - if the actual number of Analysis of Slope Stability of Dumps conducted are 90% to 99% of the targeted number 5 - if the actual number of Analysis of Slope Stability of Dumps conducted are 100% of the targeted number
Analysis of Slope Stability of Face / High Walls	Measures percentage of actual number of Analysis of Slope Stability of Face conducted as compared to targeted number of Analysis of Slope Stability of Face to be conducted	(Actual number of Analysis of Slope Stability of Face conducted / Targeted number of Analysis of Slope Stability of Face to be conducted)*100	1 - if the actual number of Analysis of Slope Stability of Face conducted are less than 60% of the targeted number 2 - if the actual number of Analysis of Slope Stability of Face conducted are 60% to 79% of the targeted number 3 - if the actual number of Analysis of Slope Stability of Face conducted are 80% to 89% of the targeted number 4 - if the actual number of Analysis of Slope Stability of Face conducted are 90% to 99% of the targeted number 5 - if the actual number of Analysis of Slope Stability of Face conducted are 100% of the targeted number
R & D Study	Measures percentage of actual number of R&D Study conducted as compared to targeted number of R&D Study to be conducted	(Actual number of R&D Study conducted / Targeted number of R&D Study to be conducted)*100	1 - if the actual number of R&D Study conducted are less than 60% of the targeted number 2 - if the actual number of R&D Study conducted are 60% to 79% of the targeted number 3 - if the actual number of R&D Study conducted are 80% to 89% of the targeted number 4 - if the actual number of R&D Study conducted are 90% to 99% of the targeted number 5 - if the actual number of R&D Study conducted are 100% of the targeted number
Appraisal of PR	Measures percentage of actual number of PR Appraised as compared to targeted number of PR to be Appraised	(Actual number of PR Appraised / Targeted number of PR to be Appraised)*100	1 - if the actual number of PR appraised are less than 60% of the targeted number 2 - if the actual number of PR appraised are 60% to 79% of the targeted number 3 - if the actual number of PR appraised are 80% to 89% of the targeted number 4 - if the actual number of PR appraised are 90% to 99% of the targeted number 5 - if the actual number of PR appraised are 100% of the targeted number

Customer	Completion of Scheduled Jobs as per Annual Plan	Measures percentage of scheduled jobs completed on time in relation to total scheduled jobs allocated during the period	$(\text{Number of scheduled jobs completed on time} / \text{Total number of scheduled jobs allocated}) * 100$	<ul style="list-style-type: none"> 1 - if the number of scheduled jobs completed on time is less than 60% of the total number of scheduled job 2 - if the number of scheduled jobs completed on time is 60% to 79% of the total number of scheduled job 3 - if the number of scheduled jobs completed on time is 80% to 89% of the total number of scheduled job 4 - if the number of scheduled jobs completed on time is 90% to 99% of the total number of scheduled job 5 - if the number of scheduled jobs completed on time is 100% of the total number of scheduled job
	Completion of Unscheduled Jobs for Coal Producing Subsidiaries & Other Organizations as Required	Measures percentage of unscheduled jobs completed on time in relation to total unscheduled jobs allocated during the period	$(\text{Number of unscheduled jobs completed on time} / \text{Total number of unscheduled jobs allocated}) * 100$	<ul style="list-style-type: none"> 1 - if the number of unscheduled jobs completed on time is less than 60% of the total number of unscheduled job 2 - if the number of unscheduled jobs completed on time is 60% to 79% of the total number of unscheduled job 3 - if the number of unscheduled jobs completed on time is 80% to 89% of the total number of unscheduled job 4 - if the number of unscheduled jobs completed on time is 90% to 99% of the total number of unscheduled job 5 - if the number of unscheduled jobs completed on time is 100% of the total number of unscheduled job
	Customer Satisfaction Rating YoY	Measures percentage of Year on Year improvement in customer satisfaction rating	$(\text{Current year customer satisfaction rating} / \text{Previous year customer satisfaction rating}) * 100$	<ul style="list-style-type: none"> 1 - if the customer satisfaction rating in current year is 70% or lesser of the previous / last year 2 - if the customer satisfaction rating in current year is 71% to 80% of the previous / last year 3 - if the customer satisfaction rating in current year is 81% to 90% of the previous / last year 4 - if the customer satisfaction rating in current year is 91% to 100% of the previous / last year 5 - if the customer satisfaction rating in current year is more than 100% of the previous / last year
	Norms Adherence	Measures percentage of number of norms not adhered to in relation to number of norms to be followed	$(\text{Number of non-adherence to norms} / \text{Number of norms to be followed}) * 100$	<ul style="list-style-type: none"> 1 - if 10% or more of the norms have not been adhered to 2 - if 8% to 9% of the norms have not been adhered to 3 - if 6% to 7% of the norms have not been adhered to 4 - if 4% to 5% of the norms have not been adhered to 5 - if 3% or lesser of the norms have not been adhered to
	Information Sourcing / Data Gathering	Measures percentage of time taken to source the required information or data in relation to time allocated for the same in the assigned project or task	$(\text{Time Taken} / \text{Allocated Time}) * 100$	<ul style="list-style-type: none"> 1 - if the time taken is 116% or more of the allocated time 2 - if the time taken is 111% to 115 % of the allocated time 3 - if the time taken is 106% to 110 % of the allocated time 4 - if the time taken is 101% to 105 % of the allocated time 5 - if the time taken is 100 % or lesser of the allocated time
	Information / Data Sharing	Measures percentage of time taken to send the required information or data to concerned departments in relation to time allocated for the same	$(\text{Time Taken} / \text{Allocated Time}) * 100$	<ul style="list-style-type: none"> 1 - if the time taken is 116% or more of the allocated time 2 - if the time taken is 111% to 115 % of the allocated time 3 - if the time taken is 106% to 110 % of the allocated time 4 - if the time taken is 101% to 105 % of the allocated time 5 - if the time taken is 100 % or lesser of the allocated time

Process

Field Visits	Measures percentage of actual number of field visits made as compared to estimated number of field visits to be made during the period	(Actual number of field visits made / Estimated number of field visits to be made)*100	<ul style="list-style-type: none"> 1 - if the actual number of field visits made are less than 60% of the estimated number 2 - if the actual number of field visits made are 60% to 79% of the estimated number 3 - if the actual number of field visits made are 80% to 89% of the estimated number 4 - if the actual number of field visits made are 90% to 99% of the estimated number 5 - if the actual number of field visits made are 100% of the estimated number
Resolving Technical or Functional Issues with in Department or with Interfacing Department	Measures percentage of number of technical issues or problems resolved as compared to total number of technical issues or problems that came up while executing scheduled or unscheduled job during the period	(Number of technical issues or problems resolved / Total number of technical issues or problems)*100	<ul style="list-style-type: none"> 1 - if the number of issues or problems resolved are less than 60% of the total number of issues or problems raised / came 2 - if the number of issues or problems resolved are 60% to 79% of the total number of issues or problems raised / came 3 - if the number of issues or problems resolved are 80% to 89% of the total number of issues or problems raised / came 4 - if the number of issues or problems resolved are 90% to 99% of the total number of issues or problems raised / came 5 - if the number of issues or problems resolved are 100% of the total number of issues or problems raised / came
Achieving MoU score	Measures the timely completion of MoU related projects <ul style="list-style-type: none"> 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60% 	(no. of MoU projects completed in time/ total no. of MoU projects) * 100	<ul style="list-style-type: none"> 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%
Achieving MoU score	Measures the MoU score achieved for the MoU related activities assigned to the executive <ul style="list-style-type: none"> 5- If achieved Excellent score for target 4- If achieved Very good score for target 3- If achieved Good score for target 2- If achieved Fair score for target 1- If achieved Poor score for target 	As per rating scale	<ul style="list-style-type: none"> 5- If achieved Excellent score for target 4- If achieved Very good score for target 3- If achieved Good score for target 2- If achieved Fair score for target 1- If achieved Poor score for target
New initiative	Measures the percentage of work completion on new initiatives planned in a year <ul style="list-style-type: none"> 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60% 	Percentage equivalent of work completed	<ul style="list-style-type: none"> 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%

Initiatives for system improvement	Measures the percentage of system improvement work completed against the planned activities in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed	5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%
ERP implementation	Measures the percentage of work completed for ERP implementation against the planned activities in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed	5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%
Quality Management System	Measures the percentage of work completed for Quality Management System against the planned activities in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed	5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%
Employee Satisfaction	Measures percentage of employees given higher satisfaction rating in relation to total number of employees who participated in survey	(Number of employees given higher rating / Number of employees participated) * 100	1 - if 50% or lesser employees have given higher rating 2 - if 51% to 60% employees have given higher rating 3 - if 61% to 70% employees have given higher rating 4 - if 71% to 80% employees have given higher rating 5 - if 81% or more employees have given higher rating
New Ideas Generation	Measures percentage of number of new solutions provided and accepted by internal or external customers in relation to total number of solutions provided	(Number of new solutions provided and accepted by internal or external customers / Total number of solutions provided)*100	1 - if 3% or lesser solutions have new ideas 2 - if 4% to 6% solutions have new ideas 3 - if 7% to 9% solutions have new ideas 4 - if 10% to 12% solutions have new ideas 5 - if 13% or more solutions have new ideas
Scheduled & Unscheduled Jobs Output (YoY)	Measures percentage of volume or quantity of schedule & unscheduled jobs performed in current year in relation to quantity or volume of scheduled & unscheduled job performed in previous year	(Quantity or volume of schedule & unscheduled jobs performed in the current year / Quantity or volume of scheduled & unscheduled jobs performed in previous year)*100	1 - if the scheduled & unscheduled jobs output in current year are 70% or lesser of the previous / last year 2 - if the scheduled & unscheduled jobs output in current year are 71% to 80% of the previous / last year 3 - if the scheduled & unscheduled jobs output in current year are 81% to 90% of the previous / last year 4 - if the scheduled & unscheduled jobs output in current year are 91% to 100% of the previous / last year 5 - if the scheduled & unscheduled jobs output in current year are 101% or more of the previous / last year

Accepting New Type of Tasks	Measures percentage of new type of tasks accepted & performed as compared to total number of tasks allocated	(New type of tasks performed / Total number of tasks performed)*100	<ul style="list-style-type: none"> 1 - if 4% or lesser new tasks accepted & performed 2 - if 5% to 8% new tasks accepted & performed 3 - if 9% to 12% new tasks accepted & performed 4 - if 13% to 16% new tasks accepted & performed 5 - if more than 16% new tasks accepted & performed
Reduction in Disciplinary Actions (YoY)	Measures percentage of reduction in disciplinary actions during the year as compared to previous year	(Number of disciplinary actions in current year / Number of disciplinary actions in previous year)*100	<ul style="list-style-type: none"> 1 - if there has been increase in disciplinary action cases by 10% or more 2 - if there has been increase in disciplinary action cases by 5% to 9% 3 - if there has been increase in disciplinary action cases by 0% to 4% 4 - if there has been decrease in disciplinary action cases by 1% to 5% 5 - if there has been decrease in disciplinary action cases by 6% or more
No. of trainings conducted on new concepts	Measures the no. of training conducted for employees of the department on new concepts against the no. of programmes planned. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of trainings conducted/ total no. of programmes planned) * 100	<ul style="list-style-type: none"> 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%
No. of employees trained on new concepts	Measures the no. of employees covered under training conducted on new concepts against the no. of employees planned to be covered. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of employees covered/ total no. of employees planned to be covered) * 100	<ul style="list-style-type: none"> 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%

<p>Mentoring</p>	<p>Measures the no. of executives (mentees) covered under mentoring process against the target.</p> <p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>	<p>(no. of mentees covered/ total no. of target mentees) * 100</p>	<p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>
<p>Mentoring</p>	<p>Measures the no. of executives (mentees) guided under mentoring scheme in a year.</p> <p>For guiding 5 mentees– 5 For guiding 4 mentees– 4 For guiding 3 mentees– 3 For guiding 2 mentees– 2 For guiding 1 mentees– 1</p>	<p>Total no. of mentees guided successfully in a year</p>	<p>For guiding 5 mentees– 5 For guiding 4 mentees– 4 For guiding 3 mentees– 3 For guiding 2 mentees– 2 For guiding 1 mentees– 1</p>
<p>Learning chat (L-Chat) sessions (<i>Executives are expected to conduct L-Chats with their under-reports and others in the department on their new learning after attending a training program</i>)</p>	<p>Measures the no. of Learning chat sessions conducted against no. of training attended</p> <p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>	<p>(no. of L-Chat sessions conducted/ no. of training programmes attended) * 100</p>	<p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>

Training hours	<p>Measures the no. of under-reports (subordinates) completed the planned hours of training in a year against the total no. of under-reports</p> <p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>	<p>(no. of under-reports completed the planned training hours/ total no. of under-reports) * 100</p>	<p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>
<p>Internal Trainer Certification (ITC) <i>(The department should encourage developing a pool of internal trainers for the discipline for training programmes at MDIs, IICM etc.)</i></p>	<p>Measures the no. of under-reports who have obtained ITC in a year against the total no. of under-reports</p> <p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>	<p>(no. of under-reports obtained ITC/ total no. of under-reports) * 100</p>	<p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>
<p>Quality Circle (QC) <i>(Department is expected to form Quality Circles for process/ cost improvement and undertake QC projects on relevant themes. A QC project should be completed within 6 months)</i></p>	<p>Measures the no. of quality circle projects completed in a year against the planned no. of QC projects</p> <p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>	<p>(No. of QC projects completed/ total no. QC projects planned) * 100</p>	<p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>

Quality Circle (QC)	<p>Measures the no. of quality circle projects implemented in a year against the no. of QC projects completed.</p> <p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>	(No. of QC projects implemented/ total no. QC projects completed) * 100	<p>5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%</p>
<p>Developing best practices(<i>Department is expected to undertake continuous process improvement projects for improving efficiency, saving cost, reducing wastage & loss etc. A 'Process Improvement' will be judged as Best practice in the company through a mechanism of Best practice competition to be organized at company level</i>)</p>	<p>Measures the no. of processes developed/ improved as best practices.</p> <p>If atleast 1 process is improved as best practice and implemented - 5 If atleast 1 process is improved as best practice- 4 If atleast 2 processes significantly improved - 3 If atleast 1 process is significantly improved - 2 If atleast 1 process is improved marginally - 1</p>	No. of processes developed/ improved as best practices.	<p>If atleast 1 process is improved as best practice and implemented - 5 If atleast 1 process is improved as best practice- 4 If atleast 2 processes significantly improved - 3 If atleast 1 process is significantly improved - 2 If atleast 1 process is improved marginally - 1</p>
Organizing conferences/ seminars/ workshops/ evening lectures	<p>Measures the no. of learning programs organized on relevant themes of the discipline for knowledge/ skill updation</p> <p>If the no. of programs organized is 4 or more- 5 If the no. of programs organized is 3 - 4 If the no. of programs organized is 2 - 3 If the no. of programs organized is 1 - 2</p>	No. of learning programs organized on relevant themes of the discipline for knowledge/ skill updation	<p>If the no. of programs organized is 4 or more- 5 If the no. of programs organized is 3 - 4 If the no. of programs organized is 2 - 3 If the no. of programs organized is 1 - 2</p>

<p>Acredition</p>	<p>Measures the percentage of work completed for certification/ acredition against the activities planned for the phase.</p> <p>5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>(Number of initiatives implemented/ Total no. of initiatives planned) * 100</p>	<p>5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>
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