

Performance Parameters

Main focus for performance should be “Individual Goals”, “Unit/Team Goals” & “Organization Goals”.

Weightage for these goals are as below:

BANDS	Parameters	Weightage
LEADERSHIP	Organization	100
	Unit/Team	
	Individual	
STRATEGIC	Organization	40
	Unit/Team	40
	Individual	20
FUNCTIONAL	Organization	40
	Unit/Team	40
	Individual	20
TACTICAL	Organization	40
	Unit/Team	40
	Individual	20
PROFESSIONAL	Organization	25
	Unit/Team	40
	Individual	35
MANAGERIAL	Organization	25
	Unit/Team	40
	Individual	35
OPERATIONAL	Organization	25
	Unit/Team	40
	Individual	35
EXECUTIVE	Organization	10
	Unit/Team	25
	Individual	65
SUPPORT	Organization	10
	Unit/Team	25
	Individual	65