

Performance Evaluation Report for AI Engineering Services Limited (2019-20)

S.No.	Main Parameter	Sub Parameter	Unit	Weightage	2018-19 Estimate	2018-19 Actual	Target/Criteria Value					Achievement	Performance	
							Excellent 100	V. Good 80	Good 60	Fair 40	Poor 20		Score on scale of 100	Score on scale of 1-5*
1	Turnover from Operations	Revenue from Operations (Net)	Rs(Cr.)	10.00	-	1191.97	1300.00	1200.00	1100.00	1000.00	900.00	1402.83	100.00	1
2	Operating Profit	Reduction in operating loss/deficit over previous year	%	20.00	-	87.45	100.00	60.00	50.00	40.00	30.00	851.24	100.00	1
3	Return on Investment	Reduction in total expenses as a % of total income as compared to previous year	%	20.00	-	30.79	40.00	30.00	20.00	10.00	5.00	22.30	60.00	3
4	Capacity Utilization	Handling of Flights	Nos	10.00	-	187535	195000	185000	175000	165000	155000	184547	80.00	2
5	Efficiency Parameter: A Production Efficiency	% reduction in fleet under maintenance over previous year	%	10.00	-	No improvement due lack of spares	20.00	15.00	10.00	5.00	<5	Lack of spares. No improvement.	0.00	5
6	Completion of milestone of clients orders/agreements without time overrun	Completion of milestone of clients orders/agreements without time overrun	%	10.00	-	98.44	100.00	95.00	93.00	91.00	90.00	98.12	92.48	2
7	Trade receivables (Net) as number of days of Revenue from operations(gross)	Trade receivable(Net) as number of days of RO(gross)	Days	10.00	-	431	30	40	50	60	70	693	0	5
8	Human Resource Management	Achievement of HR parameters of continuous nature as per list given below:	Nos	10.00	-	6	7	6	5	4	3	6	80	2

Online submission of ACR/APAR in respect of all employees (EO & above) along with compliance of prescribed timeline w.r.t. writing ACR/APAR

Online quarterly vigilance clearance updation for all senior executives (E5 & above)

Updation of succession plan and its approval by Board of Directors

Holding of DPC in all cases without delay for executives (EO & above)

Talent Management career progression by imparting at least 1 week training of at least 10% Executives (EO & above) in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAI, etc.

Regular updation of online Human Resource Management System (HRMS)

Review implementation of Employee performance on the lines of FR (56) (J) and submitting a compliance report to Board of Directors at the end of the year.

* Scale of 1-5 : 1-Excellent, 2-Very Good, 3-Good, 4-Fair, 5-Poor

Total Score

2.5