

PERFORMANCE EVALUATION PARAMETERS AND TARGETS

Registered under Section 25 of the Companies Act, 1956

Sl. No	Static/Financial Parameters 40%	Unit	Weightage %	Targets As per MoU 2012-13	Targets As per MoU 2013-14	MoU Target					Documentary evidence and source/ origin of documents
						Very Good	Very Good	Excellent	Very Good	Good	
1	2	3	4	6	7	8	9	10	11	12	
Evaluation Criteria											
1	Static/Financial Parameters 40%										
1.1	Gross Margin	Rs. Cr.	10	2.43	3.20	3.36	3.20	3.04	2.88	2.72	As per Books of Accounts & other Records
1.2	Disbursements										
(a)	Term Loan	Rs. Cr.	4	65.08	71.58	75.40	71.58	68.44	64.43	61.20	
(b)	Mahila Adhikarita Yojana	Rs. Cr.	4	5.72	6.29	6.60	6.29	6.00	5.66	5.35	
(c)	Mahila Samridhi Yojana	Rs. Cr.	3	14.94	16.43	17.30	16.43	15.60	14.69	13.97	
(d)	Micro Credit Finance	Rs. Cr.	3	13.21	14.52	15.50	14.52	13.80	13.07	12.34	
(e)	Education Loan	Rs. Cr.	2	0.15	0.17	0.20	0.17	0.16	0.15	0.14	
	TOTAL		16	99.10	109.00	115.00	109.00	104.00	98.00	93.00	
1.3	% of total resources mobilized from source other than grant in aid of Government	% age	2	0.26	0.29	0.30	0.29	0.28	0.26	0.25	
1.4	Financial Return (difference of Equity Share Capital and disbursement) (55/115x100)	%age	5	@	46	48	46	44	41	39	
1.5	Gross Margin/ Total employment of the CPSE at the year end as per Audited Accounts	Rs. Cr.	2	1:02	0.21	0.23	0.21	0.20	0.19	0.18	
1.6	Recovery as a % of amount due	% age	2	69.30	69.30	72.77	69.30	65.84	62.37	58.91	
1.7	Recovery as a % of amount overdue for varying years	% age	3	28.88	31.76	33.35	31.76	30.17	28.59	27.00	
Sub - Total 1 (1.1+1.2+1.3+1.4+1.5+1.6+1.7)			40								
2	Non-Financial Parameters 60%										
2.1	No. of Beneficiaries assisted during the year										As per demand of funds for coverage of required beneficiaries received from SCAs
(a)	Term Loan	No.	3	5590	6153	6460	6153	5845	5540	5230	
(b)	Mahila Adhikarita Yojana	No.	2	1118	1150	1210	1150	1095	1035	978	
(c)	Mahila Samridhi Yojana	No.	2	5215	5250	5515	5250	4989	4725	4463	
(d)	Micro Credit Finance	No.	2	5205	5300	5568	5300	5035	4770	4505	
(e)	Education Loan	No.	1	15	17	18	17	16	15	14	
			10	17143	17870	18770	17870	16980	16085	15190	
2.2	% age of beneficiaries inspected during the year (i.e. 60% from Internal Officials & 40% from External Agencies)	%age	10	5.78	6	7	6	5	4	3	As per visits being undertaken by officers of the Corporation & inspection by External Agencies
2.3	%age of beneficiaries found during inspection to have utilized the assistance for the intended purpose	%age	8	5.20	6	7	6	5	4	3	
3	%age of Reduction in Non- performing assets - year wise break up	%age	5	12	13	14	13	12	11	10	As per Books of Accounts & other Records
4	No. of beneficiaries got assisted under schemes of other Govt. Departments / Institutions/ Banks etc.	No.	5	1885	2074	2178	2074	1970	1867	1763	As per utilization certificate received from the SCAs
5	Human Resource Management (HRM)										
5.1	Training for Senior Management Personnel for Risk Management	No.	2	@	4	5	4	3	2	1	As per the records of training of Employees
5.2	Training for Personnel in skill enhancement	No.	2	@	4	5	4	3	2	1	
6	Corporate Social Responsibility (CSR)										
6.1	Internalizing the CSR & SD agenda within the organization through In- House Workshops	No.	2	@	4	5	4	3	2	1	As per records of CSR achievements
6.2	No. of group provided Entrepreneurship Development/Skill Development Programme that help them to secure employment	No.	6	1885	2097	2202	2097	1992	1887	1782	As per demand of funds for coverage of required beneficiaries received from SCAs
7	Strategic Plan Prepared	Timeline	4	@	Sep - 2013	Aug - 2013	Sep - 2013	Oct - 2013	Nov - 2013	Dec - 2013	As per records of Strategic Plan
8	Partnership with Government departments/Institutions to leverage the Corporation's schemes	No.	2	@	2	3	2	1	0	0	As per records of Project Department
9	Partnership with Vocational institutes to train beneficiaries	No.	2	@	5	6	5	4	3	2	
10	Net working with various institutions to achieve the Corporation's mission/ Adoption of Innovative practices	Timeline	2	@	Sep - 2013	Aug - 2013	Sep - 2013	Oct - 2013	Nov - 2013	Dec - 2013	As per corespondence with the SCAs/ Ministry etc.
Sub - Total 2 (2+3+4+5+6+7+8+9+10)			60								
Total (1+2)			100								

Footnote:

(i) Non-compliance of Corporate Governance will be penalized by way of negative marking and the MoU Score will be increased in the following Manner in accordance with DPE OM 18(8)/2005-GM, Dated 22 June 2011:-

Sl.	Annual Score	Grading	Penalty Marks	Difference in Score From Excellent Grade
1	85% and above	Excellent	0.00	0.00
2	75% - 84%	Very Good	0.00	0.00
3	60% - 74%	Good	0.50	0.02
4	50% - 59%	Fair	0.50	0.02
5	Below 50%	Poor	1.00	0.04

IF the corporation failed to submit the Self Evaluation Report in the format enclosed with the OM, its Grading will be treated as poor and score will be inflated accordingly.

(ii) Corporation has to give a Certificate regarding implementation of Guidelines issued by DPE as per OM No.DPE/14/(38)/10-Fin Dated 28 June 2011 and also a certificate from its auditors/Chartered Accountant in Practice. Non-compliance of DPE Guidelines determined on the basis of certificate submitted will be penalized up to 1 mark at the discretion of Task Force at the time of MoU Evaluation. (In other words, the MoU Ratings can be increased by 0.04)