

National Backward Classes Finance and Development Corporation

PERFORMANCE ASSESSMENT TARGETS AND THEIR DETERMINATION (2019-20)

PART-A

Sl. No.	Financial Performance Criteria	Unit	Marks	Best in last 5 year	Current Year (Estimated) 2018-19	MOU Target for the year 2019-20				
						Excellent 100%	Very Good 80%	Good 60%	Fair 40%	Poor 20%
i	Turnover Revenue from Operations (Net)	Rs. Crore	10	35.87	40.00	45.00	40.00	36.00	35.00	34.00
ii	Operating Profit/Loss CPSEs with operating profit (Profit/Surplus before Tax excluding other Income, Extraordinary and Exceptional Items):- Operating profit/surplus as a percentage of Revenue from operations (net)	%	20	51.57	41.00	41.00	38.00	36.00	35.00	34.00
iii	Return on Investment: Profit Earning CPSEs with no accumulated losses: PAT or Surplus as a Average Net Worth (%)	%	20	3.07	1.33	1.40	1.35	1.30	1.20	1.15
Total (Part A)			50							

PART- B


i	Loans disbursed/Total Funds Available	%	15	84.89	91.00	91.00	85.00	84.00	83.00	82.00
ii	Loans disbursed to Micro Finance Beneficiaries as a % Total Disbursement	%	5	56.39	54.57	58.00	57.00	56.00	55.00	54.00
iii	Overdue loans/Total loans (Net)	%	10	10.00	7.50	7.00	7.50	8.00	8.50	9.00
iv	NPA/Total loans (Net)	%	5	0.13	0.14	0.13	0.14	0.15	0.16	0.17
v	Providing Employment /Self Employment through Training Programme (No. of Persons)	Nos.	10	14658	17000	20000	18000	17000	16000	15000
Total (Part B)			45							

C HR Parameters:

	Achievement of HR parameters of continuous nature as per list given below (No. of parameters)		5			6	5	4	3	2
(i)	On- line submission of ACR/APAR in respect of all executives (E0 and above) along with compliance of prescribed timelines w.r.t. writing of ACR/APAR.									
(ii)	Online Quarterly Vigilance clearance updation for Senior Executives (AGM & Above)									
(iii)	Holding of DPC without delay for Executive (E0 and above level)									
(iv)	Talent Management and carrier progression by imparting at least one week training of at least 10 Executives (E-0 & above) in Centre of Excellence within India e.g IITs, IIMs, NITs , ICAI, etc.									
(v)	Regular updation of online Human Resource Management System (HRMS) Implementation (consisting of online employee data administration, employee self-service, exit procedure, talent management, etc) and its integration with finance									
(vi)	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.									
Total (Part C)			5							
Total (Part A + Part B + Part C)			100							


Notes

- 1 As per MoU guidelines, targets decided in MoU are unconditional and no offset will be allowed. Further evaluation would be subject to compliance of additional eligibility criteria as contained in MoU guidelines 2018-19.


K. NARAYAN
MANAGING DIRECTOR
NATIONAL BACKWARD CLASSES FINANCE &
DEVELOPMENT CORPORATION

DATE: 22nd May, 2019
PLACE: NEW DELHI




NILAM SAWHNEY
SECRETARY
MINISTRY OF SOCIAL JUSTICE &
EMPOWERMENT