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# RESULTS-FRAMEWORK DOCUMENT (RFD)

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April 1, 2011 – March 31, 2012



Society for Applied Microwave Electronics Engineering & Research  
IIT Campus, Powai, Mumbai 400076  
[www.sameer.gov.in](http://www.sameer.gov.in)

Section 1:  
Vision, Mission, Objectives and Functions

**THE VISION**

To become a premier Research and Development Organization

**THE MISSION**

To achieve excellence in application oriented research for the benefit of  
Society and nation

## OBJECTIVES

- To carry out Research & Development activities in the areas of its expertise.
- To engage in product development driven by technology and user requirement
- To provide test and measurement services and to undertake training and consultancy in areas of its core competence.
- Strengthening institutional infrastructure to support ongoing programmes
- To keep pace with rapidly changing technology by continuous training of its manpower.

## FUNCTIONS

- To undertake R&D programmes in its areas of expertise and achieve project objectives and goals.
- To provide test, measurement and consultancy services to Industries and organization in the areas of EMI/EMC, thermal design and antennas and facilitate them acquiring quality products for domestic and export markets
- To develop technology in national interest and to make available prototypes and products in limited quantities that serve as import substitution.

**SECTION 2:**  
**Inter se Priorities among Key Objectives, Success indicators and Targets**  
(1st April 2011 – 31st March 2012)

TABLE1: RESULTS-framework document (RFD) for SAMEER

Column 1	Column 2	Column 3	Column 4		Column 5	Column 6				
Objective	Weight	Actions	Success Indicator	Unit	Weight	Target/Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
<b>Objective-1</b>  To carry out Research & Development activities in the areas of its expertise.	30	To implement specific technology development projects under core activities	Conceptualisation, formulation and approval of projects	No. of projects	10	7	6	5	4	3
			Design documentation of the projects/ fabrication/development of systems/sub systems	No. of projects	10	5	4	3	2	1
			Completion of Prototype of systems/Evaluation & demonstration of systems	No. of projects	10	5	4	3	2	1

Column 1	Column 2	Column 3	Column 4		Col 5	Column 6				
Objective	Weight	Actions	Success Indicator	Unit	Weight	Target/Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
<b><u>Objective-2</u></b> To engage in product development driven by technology and user requirement.	30	Interact with user agencies for various technology development and generate extra budgetary resources	Discussions with user agencies, generation of fresh project proposal and Approval	No. of projects	5	5	4	3	2	1
			Completion of ongoing projects & acceptance of systems by user	No. of projects	15	5	4	3	2	1
			Funds realized for technology development	Rs.in crores	10	22.00	20.00	18.00	16.00	15.00
<b><u>Objective-3</u></b> To provide test and measurement services and to undertake training and consultancy in areas of its core competences.	15	EMI/EMC and Thermal design, test and consultancy services to industries	Assist Industries for EMI/EMC and Thermal design, test and consultancy services	No. of assignments	10	450	400	350	300	200
			Internal Revenue Generated	Rs. in crores	5	5	4	3	2	1

Column 1	Column 2	Column 3	Column 4		Col 5	Column 6				
Objective	Weight	Actions	Success Indicator	Unit	Weight	Target/Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
<b><u>Objective-4</u></b> Strengthening institutional infrastructure to support ongoing programmes	7	Augmentation of facilities	Percentage utilization of funds earmarked for strengthening institutional infrastructure	%	7	100%	90	80	70	60
<b><u>Objective-5</u></b> To keep pace with rapidly changing technology by continuous training of its manpower.	7	Deputation of staff in India/Abroad to attend workshop, conference and seminar	No. of S&T staff deputed for the workshop, training, conference and seminar	Nos	4	15	12	10	8	6
			Publication of technical papers	No. of publications	3	25	20	15	10	5

### Mandatory Success Indicators

Objective	Weight	Actions	Success Indicator	Unit	Weight	Target/Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
<b>Efficient Functioning of the RFD System</b>	11	Timely submission of RFD for 2011-12	On-time submission	Date	2%	31 <sup>st</sup> March 2011	3 <sup>rd</sup> April 2011	4 <sup>th</sup> April 2011	5 <sup>th</sup> April 2011	6 <sup>th</sup> April 2011
		Timely submission of Results for 2011-12	On-time submission	Date	1%	1 <sup>st</sup> May 2012	3 <sup>rd</sup> May 2012	4 <sup>th</sup> May 2012	5 <sup>th</sup> May 2012	6 <sup>th</sup> May 2012
		Finalize a Strategic Plan for RC	Finalize the Strategic Plan for next 5 years	Date	2%	10 <sup>th</sup> Dec 2011	1 5 <sup>th</sup> Dec 2011	20 <sup>th</sup> Dec 2011	24 <sup>th</sup> Dec 2011	31 <sup>st</sup> Dec 2011
		Identify potential areas of corruption related to organization activities and develop and action plan to mitigate them	Finalise an action plan to mitigate potential areas of corruption.	%	2%	10 <sup>th</sup> Dec 2011	15 <sup>th</sup> Dec 2011	20 <sup>th</sup> Dec 2011	24 <sup>th</sup> Dec 2011	31 <sup>st</sup> Dec 2011
		Implementation of Sevottam	Create a sevottam complaint system to implement, monitor and review Citizen's Charter	Date	2%	10 <sup>th</sup> Dec 2011	15 <sup>th</sup> Dec 2011	20 <sup>th</sup> Dec 2011	24 <sup>th</sup> Dec 2011	31 <sup>st</sup> Dec 2011
		Create a sevottam complaint system to to redress and monitor public Grievances		Date	2%	10 <sup>th</sup> Dec 2011	15 <sup>th</sup> Dec 2011	20 <sup>th</sup> Dec 2011	24 <sup>th</sup> Dec 2011	31 <sup>st</sup> Dec 2011



### SECTION 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 09-10	Actual Value for FY 10-11	Target Value for FY 11-12	Projected value for FY 12-13	Projected value for FY 13-14
<b>Objective-1</b> Research & Development activities in the areas of its expertise.	Implement specific technology development projects under core activities	Conceptualization, formulation and approval of projects	No. of projects	18	6	7	7	7
		Design documentation of the projects/ fabrication of systems	No. of projects	16	6	5	7	7
		Completion of Prototype of the systems	No. of projects	16	5	5	7	6
<b>Objective-2</b> To engage in product development driven by technology and user requirement	Interact with user agencies for various technology development and generate extra budgetary resources	Discussions with user agencies, generation of fresh project proposal and Approval	No. of projects	5	12	5	5	5

Objective	Action	Success Indicator	Unit	Actual Value for FY 09-10	Actual Value for FY 10-11	Target Value for FY 11-12	Projected value for FY 12-13	Projected value for FY 13-14
Objective-2 (Contd.,)		Completion of ongoing projects & acceptance of systems by user	No. of projects	6	3	4	5	5
		Funds realized for technology development	₹ in crores	18.31 crores	33.00 crores	20.00 crores	20.00 crores	20.00 crores
<b>Objective-3</b> To provide test and measurement services and to undertake training and consultancy in areas of its core competence.	EMI/EMC and Thermal design, test and consultancy services to industries	Assist Industries for EMI/EMC and Thermal design, test and consultancy services	No. of assignments	717	725	400	450	500
		Internal Revenue Generated	₹Rs. in crores	4.77 crores	Crores 11.75	4.00 crores	4.00 crores	5.00 crores
<b>Objective-4</b> Strengthening institutional infrastructure to support ongoing programmes	Augmentation of facilities	Percentage utilization of funds earmarked for strengthening institutional infrastructure	%	100%	90%	90%	90%	90%

Objective	Action	Success Indicator	Unit	Actual Value for FY 09-10	Actual Value for FY 10-11	Target Value for FY 11-12	Projected value for FY 12-13	Projected value for FY 13-14
<b><u>Objective-5</u></b> To keep pace with rapidly changing technology by continuous training of its manpower.	Deputation of staff in India/Abroad to attend workshop, conference and seminar	No. of S&T staff deputed for the workshop, training, conference and seminar	No. of S&T staff deputed	23	15	15	15	15
		Technical Papers presented	No. of papers presented/ published	66	20	25	25	25

## SECTION 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Success Indicators	Description and definitions	Measurement methodology
<p><b>Objective-1: Research &amp; Development activities in the areas of its expertise.</b></p> <p>Conceptualisation, formulation and approval of projects</p>	<p>The programmes shall be identified and mechanisms for their implementation shall be evolved through internal and external consultations and interactions</p>	<p>These projects/programmes are selected after due deliberations in the Research Advisory Committee (RAC) and subsequent approval by the Governing Council</p>
<p>Design documentation of the projects/ fabrication of systems</p>		<p>Completion of documentation/PDR document/fabrication of systems</p>
<p>Evaluation &amp; demonstration of systems</p>	<p>The success indicators indicate the performance of the programmes namely activities undertaken under core funding</p>	<p>Number of projects successfully implemented</p>
<p><b>Objective-2: To engage in product development driven by technology and user requirement.</b></p> <p>Discussions with user agencies, generation of fresh project proposal and Approval</p>	<p>The sponsored projects are those programmes which will be identified by the user agencies. The programmes shall be identified and mechanisms for their implementation shall be evolved through consultations and interactions with user agencies</p>	<p>Preparation of PDR documents and approval of the projects</p>
<p>Completion of ongoing projects &amp; acceptance of systems by user</p>	<p>Only those products/systems/subsystems developed and demonstrated to user agencies</p>	<p>Design and simulation, fabrication, test and design optimization, Prototype development, delivery of hardware.</p>
<p>Funds realized for technology development</p>	<p>Generation of Extra Budgetary Resources by undertaking sponsored projects.</p>	<p>Quantum of Extra Budgetary Resources generated</p>

Success Indicators	Description and definitions	Measurement methodology
<p><b><u>Objective-3:</u> To provide test and measurement services and to undertake training and consultancy in areas of its core competence.</b></p> <p>Assist Industries for EMI/EMC and Thermal design, test and consultancy services</p>	<p>Assist industries and train more manpower and generate internal revenue</p>	<p>Number of assignments and number of industries assisted and internal revenue generated</p>
<p><b><u>Objective-4:</u> Strengthening institutional infrastructure to support ongoing programmes</b></p> <p>Augmentation of facilities</p>	<p>Provide infrastructure facilities to support the existing/ongoing activities</p>	<p>Percentage utilization of funds earmarked for strengthening institutional infrastructure</p>
<p><b><u>Objective-5:</u> To keep pace with rapidly changing technology by continuous training of its manpower.</b></p> <p>No. of S&amp;T staff deputed for the workshop, training, conference and seminar</p>	<p>Deputation staff to attend seminar, symposium and workshop</p>	<p>Number of technical publications and number of S&amp;T staff attended</p>

## SECTION 5:

### Specific Performance Requirements from other Departments

Departments	Relevant Success Indicators	What do you need?	Why do you need it?	How much you need it	What happens if you do not get it?
Relevant Scientific Departments e.g, DAE,DRDO,IMD, ISRO,DAE etc.	Develop application specific products	specifications, system requirement and sponsorship/ Approval of new sponsored projects	Generation of Extra Budgetary Resources is made through sponsored projects from user agencies	Their support will enhance the EBR	The R&D efforts will not be effectively used for its intended applications and the built-in facilities will be under utilized. It will hamper the generation of extra budgetary resources
	Generation of Extra Budgetary Resources				
	Deputation of staff for workshop/ symposium and publication of technical papers	Training of manpower	To understand the impact of emerging technological issues and to facilitate use of technology	Strengthen the basic research and expand the R&D in their areas of expertise and can achieve significant success in furthering the growth of research	Their support is vital and critical

**SECTION 6:**  
**Outcome/impact of activities of organization/ministry**

1	2	3	4	5	6	7	8	9
Sr. No.	Outcome/Impact of Organisation/ RCs	Jointly responsible for influencing this outcome/impact with the following organization(s)/departments/Ministry(ies)	Success Indicator(s)	2009-10	2010-11	2011-12	2012-13	2013-14
1.	Research & Development activities in the areas of its expertise.	DIT	Conceptualization, formulation and approval of projects	18	6	7	7	7
2	To engage in product development driven by technology and user requirement	DIT,DAE,DOS/ISRO, DRDO,IMD	Discussions with user agencies, generation of fresh project proposal and Approval	5	12	5	5	5
			Completion of ongoing projects & acceptance of systems by user	6	3	4	5	5
			Funds realized for technology development	18.31 crores	33.00 crores	20.00 crores	20.00 crores	20.00 crores