

Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City
COLLEGE OF ENGINEERING

INFORMATION TECHNOLOGY DEPARTMENT

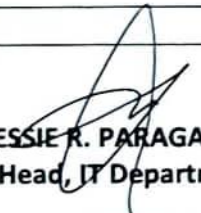

INDIVIDUAL PERFORMANCE COMMITMENT REVIEW

I, GIOVANNI N. DE LOS SANTOS, faculty of the Information Technology Department commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January 2021 to June 2021**.


GIOVANNI N. DE LOS SANTOS

Ratee

Date: July 2021

Reviewed by	Date	Approved by:	Date
 JESSIE R. PARAGAS, DIT Head, IT Department		 ANNABELLE B. PILAPIL, PhD Dean, College of Engineering	

RATING SCALE


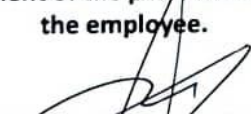


- 5 – Outstanding
- 4 – Very Satisfactory
- 3 – Satisfactory
- 2 – Unsatisfactory
- 1 - Poor

[illegible]

SUMMARY OF COMPUTATIONS

CATEGORY	COMPUTATION	RATING
CURRICULUM AND INSTRUCTION 60%	4.5 (60%)	2.70
RESEARCH 15%	4 (15%)	0.60
EXTENSION 15%	3.5 (15%)	0.53
PRODUCTION 5%	3 (5%)	0.15
SUPPORT FUNCTION 5%	4.33 (5%)	0.22
FINAL AVERAGE RATING		4.20
ADJECTIVAL RATING		VERY SATISFACTORY

COMMENTS AND RECOMMENDATIONS FOR DEVELOPMENT PURPOSES

Discussed with	Date	Assessed by:	Date	Concurred by:	Date	Approved by:	Date
 GIOVANNI N. DE LOS SANTOS, MSIT Faculty		I hereby certify that I discussed my assessment of the performance with the employee.  JESSIE R. PARAGAS, DIT Head, IT Department		 ANNABELLE B. PILAPIL, Ph.D. Dean, College of Engineering		 LYDIA M. MORANTE, D.A. OIC Vice-President for Academic Affairs	8/12/24

Numerical Rating	Adjectival Rating	Description or Meaning of Rating
5	Outstanding	Performance exceeded expectations by 30% and above of the planned targets. Performance demonstrated was exceptional in terms of quality, technical skills, creativity, and Initiative, showing mastery of the task. Accomplishments were made in more than expected but related aspects of the target.
4	Very Satisfactory	Performance exceeded expectations by 15% to 29% of the planned targets.
3	Satisfactory	Performance met 90% to 114% of the planned targets. However, if it involves deadlines required by law, it should be 100% of the planned targets.
2	Unsatisfactory	Performance only met 51% to 89% of the planned targets and failed to deliver one or more critical aspects of the target. However, if it involves deadlines required by law, the range of performance should be 51% to 99% of the planned targets.
1	Poor	Performance failed to deliver most of the targets by 50% and below.