



JOB ORDER (JO) WORKER EVALUATION FORM

Name of Job Order Worker: MONICA E. SACMAR

Equivalent Job Title: SCIENCE RESEARCH SPECIALIST

Name of Evaluator: SANTIAGO T. PEÑA JR.

Date: June 25, 2025

Instruction to evaluators: Please write your comments on the performance and work ethics of the above JO worker and give your ratings by checking the appropriate number using the rating scale below:

5 – Excellent

4 – Very Good

3 – Good

2 – Fair

1 – Poor

Criteria/evaluation statement	Rating					Comments
	5	4	3	2	1	
I. Work Performance						
1. Performance of all mandated functions as listed in the contract		✓				
2. Over all attainment of outputs agreed with supervisor		✓				
3. Quality and timeliness in the attainment of agreed outputs	✓					
4. Efficiency and customer friendly frontline service to clients	✓					
5. Knowledge on the over-all aspect of the job assignments	✓					
II. Work Ethics/Attitude						
1. Industriousness - setting clear & attainable objectives & taking targets seriously and responsibly	✓					
2. Diligence and justice at work - prompt in accomplishing assigned tasks and submission of good quality outputs	✓					
3. Responsibility - having the right intention, with a sense of duty and accepts all jobs assigned by the supervisor	✓					
4. Practices teamwork - understanding and performing his/her role effectively and synergistically, share knowledge and provide a lending hand to needy co-worker	✓					
5. Commitment to public service – reporting on time and willingly extend service if needed without thinking of additional compensation	✓					

Evaluator's additional comments/recommendations:

What are the employee's strong points?

Can work w/o or len supervision

What are the employee's weak points?

Lacks the confidence to speak before a crowd

What intervention would you recommend to make the JO worker more effective?

Final recommendation:

☒ renewal of the contract for another 6 months

☐ non-renewal of the contract due to below par performance

Certified Correct and Approved:


SANTIAGO T. PEÑA JR.

VP for Research, Extension and Innovation