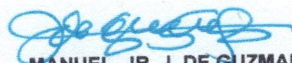


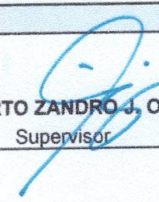
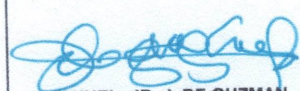
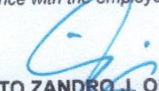
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, MANUEL, JR. J. DE GUZMAN of the office of PSTC Province of Dinagat Islands, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period April to June 2022.


MANUEL, JR. J. DE GUZMAN

PA I

Date:

Reviewed by:		Approved by:		Date			
 ROBERTO ZANDRO J. OLAGUER Supervisor		RICARDO N. VARELA ARD, Technical Operations		Date			
					5- Outstanding 4- Very Satisfactory 3- Satisfactory 2- Unsatisfactory 1-Poor		
Output	Success Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q	E	T	A	
Customer Perspective							
Increase awareness, understanding and appreciation of STI to strengthen STI culture in all sectors	Number of promotion services and advocacy activities conducted Provincial level - 1	1	3	4	4	3.67	
Provide support mechanisms for startups, MSMEs and industries in the region	Number of MSMEs/Industries assisted S&T Information and Referral Group - 1	4	3	4	5	4.0	
	Number of S&T interventions provided S&T Information and Referral Group - 1	5	4	4	5	4.33	
	Number of employment generated - SETUP (monitored) Direct - 2	2	3	4	5	4.0	
Intensify provisions of information, products and services for disaster risk reduction and climate change adaptation and mitigation	Percentage of provinces engaged for DRR and CC learning and development - YES	YES	3	4	5	4.0	
Enhance customer satisfaction	Customer Satisfaction Rating - VS % of Customers whose rating is VS or better - 90%	VS	4	4	4	4.0	
Internal Process Perspective							
Strengthen Quality Management System (QMS)	ISO 9001 Certification maintained - YES	YES	4	4	4	4.0	
Support Functions	Assisted in preparing SETUP project liquidation - 2	2	4	4	4	4.0	
	Assisted SETUP project inspection - 3	3	4	3	5	4.0	
	Number of MSMEs assisted on Shop Floor R&D Project- 4	9	4	4	4	4.0	
AVERAGE RATING			3.6	3.9	4.5	4.0	
Total Overall Rating							
Final Average Rating			3.6	3.9	4.5	4.0	
Final Average Rating							
Comments and Recommendations for Development Purposes							
Discussed with	Date	Assessed by <i>I certify that I discussed my assessment of the performance with the employee</i>	Date	Final Rating by		Date	
 MANUEL, JR. J. DE GUZMAN Employee	7-29-22	 ROBERTO ZANDRO J. OLAGUER PSTD, PSTC-PDI	7-29-22	ENGR. NOEL M. AJOC Regional Director			