



**JOB ORDER (JO) WORKER EVALUATION FORM**

Name of Job Order Worker: John Albert G. Cobico  
Equivalent Job Title: Research Assistant (Job Order)  
Name of Evaluator: Dilberto O. Ferraren Date: January 2021

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

Evaluator's additional comments/recommendations:

What are the employee's strong points?

He can deal well with the labors / field workers well. He is cooperative in all the activities, for order. He can conduct field research on both agronomic and variety trial. He has already knowledge on the field work on two generations maintenance and varietal evaluation.

What are the employee's weak points?

He needs training in genetic resource, and also need additional training in plant breeding.


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

Training at constant kick-in

Final recommendation:

- ☒ renewal of the contract for another 12 months  
☐ non-renewal of the contract due to below par performance

Certified Correct:

  
Dr. D. D. Ferreira  
(Evaluator)

Approved:

\_\_\_\_\_  
(Next higher supervisor)

Vision:  
Mission:

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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