



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: ARNEL P. GUCELA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.81	70%	3.36
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments.	4.37	30%	1.31
TOTAL NUMERICAL RATING			4.67

TOTAL NUMERICAL RATING: 4.67
Add: Additional Approved Points, if any: _____
TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


ARNEL P. GUCELA
Name of Staff

Reviewed by:


CHRISTINA A. GABRILLO
Station Manager

Approved:


BEATRIZ S. BELONIAS
VP for Instruction


Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ARNEL P. GUCELA, of the DYDC-FM 104.7 MHz, committed to deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 1, 2019 to June 30, 2019.


ARNEL P. GUCELA
 Ratee

Approved: 
CHRISTINA A. GABRILLO
 Head of Unit

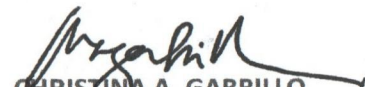
NO.	Success Indicators	Tasks Assigned	Targets	Actual Accomplishments	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 5: SUPPORT TO OPERATIONS									
OVPIMFO 8: Development Broadcasting and Communication Services									
DYDC-FM MFO1	PI1: Number of technical services rendered	FACEBOOK LIVE BROADCAST OF DYDC-FM 104.7 MHz	25	30	5	5	5	5.00	CAN BE ACCESSED WORLDWIDE
		AUDIO/USTREAM OR DYDC-FM's INTERNET LIVESTREAMING	100	114	5	5	5	5.00	SINCE JAN. 2019, RECEIVED
		SIGN ON SPIEL AT 7AM & SIGN OFF SPIEL AT 7PM	10	15	5	5	5	5.00	12 HOURS DAILY FROM MONDAYS THRU FRIDAYS
		ASSISTED DEVCOM STUDENTS IN THEIR PRACTICUM TO DYDC AS LABORATORY FOR INSTRUCTION	10	12	5	4	4	4.33	HANDS-ON EXPERIENCE AT THE ANNOUNCER'S BOOTH
		MAINTAINED DYDC-FM STUDIO AND DEVCOM COMPUTERS	3	16	5	5	4	4.67	DAILY MAINTENANCE

	CLEANED VIRUSES AND REGULAR CHECK-UP OF LIVE STREAM COMPUTERS & WI-FI	8	18	5	5	4	4.67	VIRUS SCAN AND DEFRAG	
UMFO 6: GENERAL ADMINISTRATION SUPPORT SERVICES (GASS)									
OVPIMFO 2: Efficient Customer-Friendly Assistance									
DYDC-FM MFO3	PI1: Efficient & customer-friendly frontline service.	MAINTAINED A GOOD RAPPORT WITH DYDC-FM LISTENERS, CLIENTS	0	0	5	5	5	5.00	ZERO COMPLAINT
Total Over-all Rating			33.67						
Average Rating (Total Over-all rating divided by 4)			7						
Additional Points:									
Approved Additional points (with copy of approval)									
FINAL RATING			4.81						
ADJECTIVE RATING			OUTSTANDING						

**Comments & Recommendations
for Development Purpose**


Great Job!

Evaluated & Rated by:


CHRISTINA A. GABRILLO
 Dept/Unit Head

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP for Instruction

Date: _____

1-Quality 2- Efficiency 3 - Timeliness 4 - Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY 2019 TO JUNE 2019

Name of Staff: ARNEL P. GUCELA

Position: ADMINISTRATIVE AIDE VI


Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1. Demonstrates sensitivity to client’s needs and makes the latter’s experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1	
2. Makes self-available to clients even beyond official time.	5	4	3	2	1	
3. Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay.	5	4	3	2	1	
4. Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1	
5. Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fails to perform all assigned tasks.	5	4	3	2	1	
6. Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1	
7. Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1	
8. Suggests new ways to further improve her work and the services of office to its clients.	5	4	3	2	1	
9. Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university.	5	4	3	2	1	
10. Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele.	5	4	3	2	1	
11. Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment.	5	4	3	2	1	
12. Willing to be trained and developed.	5	4	3	2	1	
Total Score		57				
Average Score		4.75				

B. Leadership & Management (For supervisors only to be rated by higher supervisor)		Scale				
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors.	5	4	3	2	1	
2. Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1	
3. Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1	
4. Accepts Accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1	
5. Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit.	5	4	3	2	1	
Total Score		20				
Average Score		4.0				

Overall recommendation: _____


CHRISTINA A. GABRILLO, PhD
Name of Head

PERFORMANCE MONITORING FORM

Name of Employee: ARNEL P. GUCELA

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Maintain computer software and hardware at DYDC	Updating of software and cleaning of computer units	January – June 2019	January – June 2019	January – June 2019	Very Impressive	Outstanding	
2	Monitor online audio livestreaming	Livestreaming of programs as possible	January – June 2019	January – June 2019	January – June 2019	Impressive	Outstanding	
3	Provide technical support for DevCom students and during office meetings	Smooth conduct of meetings and assistance to students	January – June 2019	January – June 2019	January – June 2019	Impressive	Outstanding	
4	Clean assigned room and mini library	Regularly cleaned rooms	January – June 2019	January – June 2019	January – June 2019	Impressive	Outstanding	
5	Set-up broadcast equipment for audio livestreaming	For live coverage of special and big events of the university	January – June 2019	January – June 2019	January – June 2019	Impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


DR. CHRISTINA A. GABRILLO
 Station Manager

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARNEL P. GUCELA
Performance Rating: Outstanding

Aim: To build on the strengths of the employee and identify those areas the employee needs improvement.

Proposed Interventions to Improve Performance:

Date: January 2019 Target Date: January to June 2019

First Step: To Attend Computer Related/I.T. Training

Result: Improved customer service and work values.

Date: April Target Date: January to June 2019

Next Step: Increase Computer Hardware and Software Troubleshooting/I.T. Knowledge

Outcome: Better Technical Service

Final Step/Recommendation:

Prepared by:


CHRISTINA A. GABRILLO
STATION MANAGER

Conforme:


ARNEL P. GUCELA
Name of Ratee Faculty/Staff