



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: LORBERT G. MAZO

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
3. Numerical Rating per IPCR	4.58	70%	3.21
4. Supervisor/Head 's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
<b>TOTAL NUMERICAL RATING</b>			<b>4.69</b>

TOTAL NUMERICAL RATING: 4.69

Add: Additional Approved Points, if any:           

TOTAL NUMERICAL RATING: 4.69

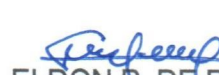
FINAL NUMERICAL RATING 4.69

ADJECTIVAL RATING: Outstanding


Prepared by:

  
LORBERT G. MAZO  
Name of Staff


Reviewed by:

  
ELDON P. DE PADUA  
Head, DABE

Recommending Approval:

  
JANNET C. BENCURE  
Dean, CET

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs



**VISAYAS**  
STATE UNIVERSITY

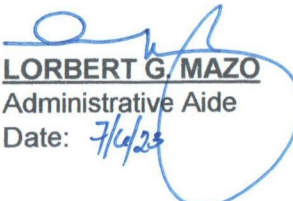
**DEPARTMENT OF AGRICULTURAL  
AND BIOSYSTEMS ENGINEERING**


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**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, LORBERT G. MAZO, Administrative Staff of the Office of the Department of Agricultural & Biosystems Engineering, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2023.

Approved:

  
**LORBERT G. MAZO**  
Administrative Aide  
Date: 7/6/23

  
**ELDON P. DE PADUA**  
Head, DABE  
Date: 7/6/23

  
**JANNET C. BENCURE**  
Dean, CET  
Date: 7/7/23

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 9: Number of student organizations advised/ assisted *	A20. Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities							
	PI 11. Additional outputs	A 25. Number of Additional									
		Program accreditation/evaluation		Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	4	5	4	4.33	CHED monitoring




UMFO 5. SUPPORT TO OPERATIONS											
OVPI MFO 4. Program and Institutional Accreditation Services											
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:		Prepares required documents and complies all requirements as prescribed in the accreditation tools	100%	100%	5	5	5	5.00	
		On program accreditations									
	PI 9. Additional Outputs	Number of in-house seminars/trainings/workshops/reviews conducted	Assist	Assists in preparing seminars/trainings/conventions/workshops presentations	2	1	4	5	5	4.67	PSABE-8 Convention
		Number of in-house seminars/trainings/workshops/reviews conducted/attended	Attended	Attended various university seminars/workshops	2	1	4	4	5	4.33	
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero complaint from clients	0	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performing functions resulting to best practice	2	1	5	4	5	4.67	
		A 48. Other outputs implementing the new normal due to covid 19		Disinfect DABE Office and posted COVID related information	100%	100%	5	5	5	5.00	

		No. of management meetings conducted	Spearheaded meeting with the College of Engineering Maintenance and Inventory Committee	Spearheaded meeting with the College of Engineering Maintenance and Inventory Committee	2	1	4	4	5	4.33	
		Number of office and laboratory equipment purchased	Documentation	Prepared purchase request	15	10	5	4	4	4.33	
		Number of purchase request prepared for Constructions projects	Preparation	Prepares purchase requests of construction supplies and materials	5	4	5	5	4	4.67	
		Number of Temporaray Clearance/Exam Permit distributed to students		Evaluated and give out student temporary clearance/exam permit							
		Number of DABE management committee meetings facilitated	Prepares and facilitates	Facilitate in the conduct of DABE Management committee meeting, DABE Meeting	1	1	5	4	4	4.33	
		Number of OPCR and IPCR prepared and finalized	Prepares and finalize	Prepares the IPCR	1	1	4	4	4	4	
		Number of committee handled	Chairman of the College Maintenance and Inventory Committe	Supervise and plan	1	1	4	4	5	4.33	
		Number of committee handled	Member of the College Lawn and Building Maintenance Committee	Plan	1	1	5	4	4	4.33	
		Number of rooms utilization prepared	Preparation	Preparation of room utilization for Engineering Building and CET Annex	5	4	4	4	5	4.33	
		Number of academic lecture/laboratory rooms maintained	Documentation	Regular maintenance of the cleanliness of laboratory room	5	4	4	4	5	4.33	CPB 01, CPB 02, CPB 03, CPB 04 & Farm Machinery Shed




		Number of Application for CHED Center of Excellence	Documentation	Assist in preparing of documents for CHED Center of Excellence/ Center of Development in Agricultural and Biosystems Engineering	1	1	5	5	4	4.67	
		No. of sub-committee handled	Serves as chairman of the Sub-CET Committee on Building	Serves as chairman of the Sub-CET Committee on Building Maintenance	1	1	5	5	5	5	
		Number of times of maintenance of Supplies, materials and equipment in the CPB Laboratory Room	Maintenance of the apparatus	Maintenance of the apparatus	4 times/ week	4	5	5	5	5	
		Number of committee meetings attended	Serve as member of the committee	Serve as member of the committee on Crisis Management of UDRRM	4 times/month						
Number of Performance Indicators Filled-up							20				
Total Over-all Rating							91.667				
Average Rating							4.58				
Adjectival Rating							Outstanding				
<b>Comments &amp; Recommendations for Development Purpose:</b>											
Recommend to attend trainings / workshops to improve his skills and performance											

Evaluated and Rated by:

  
**ELDON P. DE PADUA**  
 Head, DABE  
 Date: 7/6/23

Recommending Approval:

  
**JANNET C. BENCURE**  
 College Dean  
 Date: 7/7/23

Approved:

  
**BEATRIZ S. BELONIAS**  
 VP, Academic Affairs  
 Date:

## PERFORMANCE MONITORING FORM

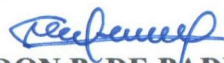
Name of Employee: **LORBERT G. MAZO**

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	Advanced Education - evaluating MSAE admission application	-	-	-	-	-	-	Not Teaching MS
2	Higher Education - Teaching BS courses	-	-	-	-	-	-	Not Teaching MS
3	Research services	-	-	-	-	-	-	No Research conducted
4	Extension services	-	-	-	-	-	-	No Extension services
5	Support to operations	Varied ISO & acad. documents and services	1-1-2023	6-30-2023	6-30-2023	I	VS	Assigned ISO, acad. documents, etc. done
6	General administration & support services	Varied general documents & services	1-1-2023	6-30-2023	6-30-2023	VI	VS	Assigned gen. docs. & services done

\*Either very impressive (VI), impressive (I), needs improvement (NI), poor (P), very poor (VP)

\*\*Outstanding (O), very satisfactory (VS), satisfactory (S), unsatisfactory (US), poor (P)

Prepared by:

  
**ELDON P. DE PADUA**  
 Head, DABE





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2023

Name of Staff: Lorbert G. Mazo

Position: Admin. Aide (Lab. Tech.)

**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 fail 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 the 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		59				

<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		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						
Average Score		4.92				

Overall recommendation : Attend relevant trainings to improve technical skills

  
 ELDON P. DE PADUA  
 Head, DABE





## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Lorbert G. Mazo**

Performance Rating: 4.58

**Aim:** Mr. Lorbert G. Mazo as an effective laboratory technician and property custodian of the Department of Agricultural and Biosystems Engineering (DABE)

### **Proposed Interventions to Improve Performance:**

#### **Note:**

Mr. Lorbert G. Mazo will be developed into an effective laboratory technician and property custodian of DABE.

**Date:** July 1, 2023

**Target Date:** December 31, 2023

#### **First Step**

- Re-orientation on the roles and responsibilities of a laboratory technician and property custodian and orientation/updating on the new and emerging tools, equipment, and technologies which will be used in different courses offered in the BS Agricultural and Biosystems Engineering (BSABE) program.


#### **Second Step**

- Send to relevant trainings/workshops/seminars to improve the technical and professional proficiency of the staff.

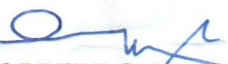
#### **Results:**

- Mastery on the proper use and management of laboratory tools, equipment, and other facilities under DABE.
- Mastery on the implementation of 5S in keeping DABE facilities and other properties organized.
- Improved technical and professional skills.

Prepared by:

  
**ELDON P. DE PADUA**  
Head, DABE

Conforme:

  
**LORBERT G. MAZO**  
Staff, DABE