

## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **KIMBERLY V. CAINGCOY**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	4.67 x 70%	3.26
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	4.92 x 30%	1.48
<b>TOTAL NUMERICAL RATING</b>			<b>4.74</b>

TOTAL NUMERICAL RATING: **4.74**

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: **4.74**

ADJECTIVAL RATING: **OUTSTANDING**

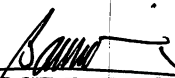
Prepared by:

  
**KIMBERLY V. CAINGCOY**  
Name of Staff

Reviewed by:

  
**VICTOR B. ASIO**  
Department/Office Head

Recommending Approval:

  
**JOSE L. BACUSMO**  
Director for Research

Approved:

  
**OTHELLO B. CAPUNO**  
VP for Research & Extension

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

**KIMBERLY V. CAINGCOY**  
Ratee

  
**VICTOR B. ASTO**  
Head of Unit

[illegible]

Average Rating (Total Over-all rating divided by 4)	4.85	
Additional Points:	-	
Punctuality	xx	
Approved Additional points (with copy of approval)	xx	
FINAL RATING	4.85	
ADJECTIVAL RATING	OUTSTANDING	

**Comments & Recommendations  
for Development Purpose:**

*needs to attend  
more training &  
seminars on publishing*

Evaluated & rated by:

*[Signature]*  
VICTOR B. ASIO  
Dept/Unit Head

Date: \_\_\_\_\_

Recommending Approval:

*[Signature]*  
JOSE L. BACUSMO  
Dean/Director

Date: \_\_\_\_\_

Approved by:

*[Signature]*  
OTHELMO B. CAPONO  
Vice President

Date: \_\_\_\_\_

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

## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2018

Name of Staff: Kimberly V. Caingcoy Position: SRA

**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

<b>A. Commitment (both for subordinates and supervisors)</b>		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					
<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					

Overall recommendation :

Outstanding

  
**VICTOR B. ASIO**  
 Name of Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KIMBERLY V. CAINGCOY  
Performance Rating: OUTSTANDING

Aim: To further improve her performance and also the quality of the Annals of Tropical Research.

Proposed Interventions to Improve Performance:

Date: January 3, 2018 Target Date: June 30, 2018

First Step: Attended to any seminars, trainings and workshops conducted by ODAHRD, VSU.

Result: She is hardworking, dedicated, efficient and very reliable staff. She performs her duties at the ATR office excellently with very little or no supervision. Clients find her very approachable and helpful. Thus, there is no doubt that she has contributed greatly to the success of the Journal.

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step: \_\_\_\_\_

Outcome: \_\_\_\_\_

Final Step/Recommendation:

Recommended for a higher regular position.

Prepared by:

  
VICTOR B. ASIO  
Unit Head

Conforme:

  
KIMBERLY V. CAINGCOY  
Name of Ratee Faculty/Staff