

**Exhibit P**

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

Name of Administrative Staff: **NORMA O. VILLAS**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.64	70%	3.248
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.449
TOTAL			4.697

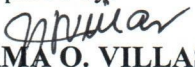
EQUIVALENT NUMERICAL RATING: 4.697

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.697

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
**NORMA O. VILLAS**  
Name of Staff

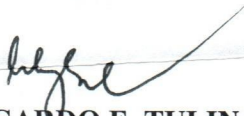

Reviewed by:

  
**ELIEZER L. VELASCO**  
Department/Office Head

Recommending Approval:

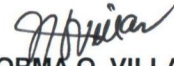
  
**REMBERTO A. PATINDOL**  
Chairman, PMT

Approved:

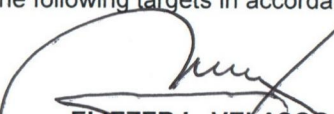
  
**EDGARDO E. TULIN**  
President 

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Norma O. Villas, of the Registrar's Office commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 1, 2016 - December 31, 2016

  
**NORMA O. VILLAS**  
Ratee

Approved:

  
**ELIEZER L. VELASCO**  
Head of Unit

MFO	Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Receiving/Information	No. of reports	Preparation of office reports	15	30	5	5	5	5.00	
	No. of comm./ correspondence	Types communications/correspondence	10	24	5	5	5	5.00	
	A/ No. of TOR/ Form 137-A. birth certificates and request for TOR received and recorded	Recieves and records TOR/ FORM 137-A Birth Certificates and requests for TOR from school principals and students	500	720	5	5	5	5	
	No. of documents facilitated for signature & approval	Recieves and facilitates the signing and approval of documents	5,500	8,000	5	5	5	5.00	
	No. of communications and documents	Maintaining files of communicatins and documents	200	350	4	4	4	4.00	
	No. of inquiries / requests	Attending to various inquires/requests from parents, students and other clients	1,500	2,550	5	5	5	5.00	
	No. of requests, vouchers and communications	Follow-up requests, vouchers and communications	100	170	5	5	5	5.00	
	No. of diploma folders and other materials	Preparattion of diploma folder and other materials for graduation							
	No. of communications, memo.	Routing of communications, memo to all Registrar's staff for information	25	52	5	5	5	5.00	
	No. of clients	Attends to clients transacting business through the phone	650	950	5	5	5	5.00	
	No. of meetings/ appointments	Jotting reminders to Registrar's meeting/appointments	20	33	5	5	5	5.00	
	No. of DTRs	Checks DTRs of Registrar's staff before submitting for signature	100	159	5	5	5	5.00	
	No. of pages of the minutes	Take down notes and prepare minutes of the Registrar's staff meetings	2	3	5	4	4	4.33	
	No. of pages	Sorting mimeographed copies of midterm and final exam schedule, blocked and dept'l schedule, official list, candidates for graduation and other office forms	2,500	3,800	5	4	4	4.33	
	No. of class rosters and gradesheets	Receiving and recording class rosters and gradesheets	250	350	5	5	5	5.00	
	No. of communications received and recorded	C.INFORMATION AND RECORDS MANAGEMENT							
		C-1 Receiving and recording incoming and outgoing communications/documents	4,000	6,050	5	5	4	4.66	



MFO	Performance Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
		D. PREPARATION OF STANDARD GOVERNMENT FORMS							
	No. of trip tickets	D1- Trip Tickets	2	4	5	5	4	4.66	
	No. of RIS	D2- RIS	2	6	5	4	4	4.33	
	No. of travel order	D3- Travel Order	2	6	5	4	4	4.33	
	No. of Itinerary	D4- Itinerary of Travel	2	6	5	4	4	4.33	
	No. of Certificate of travel	D5- Certificate of Travel Completed	2	6	5	4	4	4.33	
	No. of Cash Advance	D6- Cash Advance	1	2	5	4	4	4.33	
	No. of payroll	D9- Payroll	15	23	5	5	5	5.00	
	No. of request	D11- Request of Overtime	3	5	5	4	4	4.33	
	No. of PR	D13- PR	12	20	5	4	4	4.33	
	No. of PO	D14- PO	1	2	5	4	4	4.33	
	No. of OR / BUR	D16- OR/BUR	25	38	5	5	4	4.66	
	No. of DV	D17- DV	15	29	5	5	4	4.66	
	No. of Inspection report	D18- Inspection and Acceptance report	10	18	5	5	4	4.66	
	No. of Claims/ Reimbursements	D19- Claims/ Reimbursements	5	9	5	4	4	4.33	
		H. PREPARATION OF PLANS AND REPORTS							
	No. of APP	H21- APP	4	6	5	4	4	4.33	
		K. OTHER SERVICES							
	No. of documents submitted/retrieved	K1. Messengerial	150	325	5	5	4	4.66	
	No. of messages received and recorded	K5a. Telefax messages	3	5	5	5	4	4.66	
	No. of messages sent	K5b. Telefax	3	6	5	5	4	4.66	
<b>Total Over-all Rating</b>					4.96	4.60	4.36	4.64	
<b>Average Rating (Total Over-all rating divided by 4)</b>			6.64						
<b>Additional Points:</b>									
<b>Punctuality</b>									
<b>Approved Additional points (with copy of approval)</b>									
<b>FINAL RATING</b>	<b>FINAL RATING</b>		4.64						
<b>ADJECTIVAL RATING</b>	<b>ADJECTIVAL RATING</b>								


Comments & Recommendations  
for Development Purpose:

Received by:

  
Planning Office

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

Calibrated by:

  
REMBERTO A. PATINDOL  
PMT

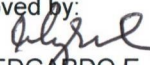
Date: \_\_\_\_\_

Recommending Approval:

REMBERTO A. PATINDOL  
Vice President

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

Approved by:

  
EDGARDO E. TULIN  
President

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

- 1 – quality
- 2 – Efficiency
- 3 – Timeliness

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2016

Name of Staff: **NORMA O. VILLAS** Position: **ADMIN. AIDE IV**

**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.**

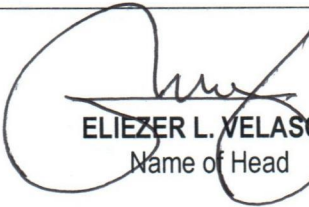
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job 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		58				



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						
Average Score						

Overall recommendation : \_\_\_\_\_

  
**ELIEZER L. VELASCO**  
Name of Head