

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Faculty Member: Mr. Wenifredo T. Soriano

Program Involvement (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2 x 3)
1. Numerical Rating per IPCR	4.89	70%	3.42
2 Supervisory/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.38
		TOTAL, NUMERICAL RATING	4.80


EQUIVALENT NUMERICAL RATING: 4.80

Add: Additional Points, if any:

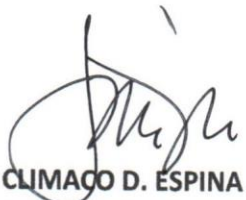
TOTAL NUMERICAL RATING: 4.80

ADJECTIVAL RATING: Outstanding

Prepared by:


WENIFREDO T. SORIANO
Name of Administrative

Reviewed by:


CLIMACO D. ESPINA JR.
Head, DMP

Approved by:


EDGARDO E. TULIN
President




Visayas State University
College of Arts and Sciences
DEPARTMENT OF MATHEMATICS AND PHYSICS
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Mr. Wenifredo T. Soriano**, of the Department of Mathematics and Physics, **College of Arts & Sciences** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July 1, 2017 to December 31, 2017**


WENIFREDO T. SORIANO
Administrative Aide III
Date: _____

Approved: _____
CLIMACO D. ESPINA JR.
Department Head
Date: _____

MFO No.	MFO & PAPs	Success/Performance Indicators (PI)	Program/ Activities Projects	Tasks Assigned	Target	Accomplishment	Rating				Remarks
MFO:1	Support to Operations						Q ¹	E ²	T ³	A ⁴	
		PI.1. Total percentage of apparatus facilitate and inventory	Instruction Services	Facilitated and inventory of apparatus	90%	100%	5	5	4	4.67	Weekly
		PI.2. Total percentage of apparatus regular maintenance of minor trouble shooting	Instruction Services	Maintained regular minor trouble shooting	90%	100%	5	5	4	4.67	
		PI.3. Total percentage of laboratory classes assist	Instruction Services	Assisted laboratory classes	90%	100%	5	5	5	5.00	Scheduled of laboratory class within the day
		PI.4 Number/Percentage of borrowers slip issuance	Instruction Services	Issuances of borrowers slip prepared	90%	100%	5	5	5	5.00	Students performing their laboratory works experiment within the day
		PI.5 Number/Percentage of laboratory apparatus issuance to students	Instruction Services	Issued and received laboratory apparatus to/from students	90%	100%	5	5	5	5.00	All laboratory apparatus needed by the students in the laboratory class schedule
		PI.6 Number of faculty request to assist conducted exams	Instruction Services	Assisted instructors in conduct exams	1	2	5	5	5	5.00	Upon request

	Pl.8 Number of rooms maintained	Administrative Services	Maintained cleanliness in Room EB 205 and EB 206 Consolidate exercises/manuals	1	2	5	5	4	4.67	Everyday
	Pl 9. Number of consolidated exercises/manuals	Administrative Services		500 documents	1000 documents	5	5	5	5.00	Every semesters
MFO 6:	General Administration and Support Services								0.00	
	Efficient and customer friendly frontline service	General services	Customer assistance	0% complaint	0% no complaint	5	5	5	5.00	
	Total Over-all Rating								44.00	
	Average Rating								4.89	
	Adjectival Rating								0	

Comments & Recommendations for Development Purpose:

Average	4.89
FINAL ADJECTI	Outstanding 4.89

Received by:

TERESITA L. QUINANOLA

Planning Officer

Date: _____

Calibrated by:

REMBERTO A. PATUDDOL, Ph.D.

Chairman, PMT

Date: _____

Recommending Approval:

BEATRIZ S. BEJONIAS, Ph.D.

Vice Pres. for Instruction

Date: _____

Approved:

EDGARDO E. TULIN, Ph.D.

President

Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 1, 2017 – December 31, 2017

Name of Staff: Wenifredo T. Soriano Position: Administrative Aide III

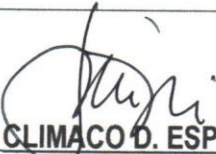
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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										
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 : _____


CLIMACO D. ESPINA JR.
Name of Head