SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARK C. RATILLA

January-June 2018

Program Involvement (1)	Program Involvement Weight of Involve-		Numerical Rating (Rating x%) (3)		(Rating x%)		
1. Instruction							
a. Head/Dean (50%)		4.93x50%	2.47				
b. Students (50%)		4.00x50%	2.00				
Total for Instruction	70%		4.47	3.13			
2. Research	20%		5.00	1.00			
a. Client/Dir. For Research (50%)							
b, Dept. Head/Center Director (50%)							
3. Extension							
a. Client/Dir for Extension (50%)							
b. Dept. Head/Center Director (50%)							
Total for Extension	5%		5.00	0.25			
4. Administration	5%		4.89	0.24			
5. Production							
TOTAL	100%			4.62			

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

<u>4.62</u>

<u>0</u> 4.62

ADJECTIVAL RATING:

Outstanding

Prepared by:

IARK C. RATILLA

Name of Faculty

Reviewed by:

ANTONIO P. ABAMO

Head, DBM

Recommending Approval:

ANTONIO R ABAMO

Dean/Director

Approved:

BEATRIZ S. BEKONIAS

Vice President

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SUMMARY OF BUILDING ANTIMES OF SACULTY MITHREETS WITH WEITING PURCHLINS

Name of Faculty Weimber: MATER C. RATILLA

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TOTAL NUMBERCAL RATING:

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Prepared by:

Reviolved by:

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> > Dear/Director

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARK C. RATILLA, Instructor of the Department of Business and Management 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 2018 to June 2018

MARK C. RATILLA Ratee

NTONIO P. ABAMO Head, DBM

	Success Indicators	Tasked		Percentage of		Rating				Remarks
MFOs/PAPs		Assigned	Assigned Target	Actual Accomplish ment	Actual Accomplishment	Q1	E2	Т3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored		***************************************							
	PI2: Total FTE monitored	Teaching	1.00	825%	8.25	5	5	5	5.00	
	PI3: Percentage increase in number of graduate students enrolled									a.
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	10.00	140%	13.95	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:						NOVOZINIA NOVO NA PORTINO PORT			
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized									
	Revised IM's within the last 3 years	Compiler	10	130%	13	5	5	5	5.00	
	Number of Student Research and Field Practice Advising									

							·			
	Approved case study manuscript	Adviser	10	130%	13	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser								
	Student advised as academic adviser	Adviser	50	200%	100	5	5	4	4.67	
	Academe/Industry Linkage established:									
	International									
	National									
	Local/Regional									
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
dvanced education ervices										
	Number of Graduates within prescribed period:					†				
	Masters									
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years									
	Number of Student Research Advising									
				 		-				
	Approved special problem manuscript					<u> </u>				
	Approved research outline		<u> </u>			<u> </u>				
	Student Advising and Consult Services:									
	Number of student organizations advised		<u> </u>			<u> </u>				
	Number of student-related activities assisted		<u> </u>			<u> </u>				
Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:									
	In Ref Internationally Indexed journals.					-		-		
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	In Ref Natl Journals			1		Γ	Τ		<u> </u>	
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	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in									
	Regional/National/International Fora /Conferences:									
	In International									
	In National									
	In Regional									
	In Local Percentage of Research Projects Conducted									
	and Completed on Schedule									
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	International									
	National									
	Regional									
Extn Services	Number of person-days trained	Trainor	5	200%	10	5	5	5	5.00	
	Number of trainings conducted	RP	2	150%	3	5	5	5	5.00	
	Number of beneficiaries served:									
	Groups/ Institutions									
	Individuals									
	Awards recv (inter, natl, local):			_		<u> </u>	ļ	ļ	<u> </u>	
	Individual Unit (Center, College, Department)					 	ļ	 		
	Technical/ Expert services			 		 	-	-		
	Consultancy	Consultant				 	 	 		
	Commodity teams					-		†		
	RDE reviewer/ panelist							†		
	Resource person	person								
Seminars/symposium/										
conference attended	International									
	National					<u> </u>	<u> </u>			
Admin Summant	Local/Regional	Participant				 		<u> </u>		
Admin Support Services	Number of department mtgs attended			140%	ļ	<u> </u>		 	4.67	
OCI AIGES		Member	5	140%	/	5	4	5	4.07	
	Membership in University committees	Intelline	j		L		L	<u> </u>	L	L

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	Membership in College committees	Member	1	100%	1	5	5	5	5.00	
	Membership in the Department committees	Member	6	100%	6	5	5	5	5.00	
partment Head	Number of department meetings presided							9.0		
	Number of execom meetings attended				The second secon					
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	Annual Report									
	Procurement Plan									A STATE OF THE STA
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	Number of Faculty+B216 Mentored		7							
	Number of department activities supervised									of a first or the state of the
	Number of faculty members for study leave	The second secon								
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tal Over-all Rating		AND THE PERSON NAMED IN COLUMN TO ADDRESS OF THE PERSON NAMED IN COLUMN TO THE PERSON NAMED IN C			THE RESERVE THE PROPERTY OF TH				49.33	
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Average Rating (Total overall rating divided by 4)			4.93			Comments &				
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PERFORMANCE MONITORING & COACHING JOURNAL

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Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: MARK C. RATILLA

A main class	Activity MECHANISM						
Activity Monitoring	Mee	ting	Memo	Others (Pls.	Remarks		
Monitoring	One-on-One	Group	Memo	specify)			
Monitoring	Checking with him on some on some publication and research concerns	Follow up during meeting		Communicating thru the chat group of the Office.	Very effective		
Coaching	Partnership in publication writing			Request him as research coordinator of the Department	Although he is very busy but still efficient		

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ANTONIO P. ABAMO

Immediate Supervisor

Noted by:

ANTONIO P. ABAMO

Dean, CME

PERFORMANCE MONITORING & COACHING JOURNAL

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Conducted [25

ONIMOTA SEIMOTHA

immediate Supervisor

Noted by:

MATCHIOF ABAIMS

Dean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>Mark C. Ratilla</u>
Performance Rating: January – June 2018

Aim: To acquire further knowledge, skills and capabilities in cross-cultural marketing research

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: February 1, 2018 Target Date: June, 2018

First Step:

Attend international research conference related to cross-cultural marketing research

Result:

Attended and presented a paper on the "2018 Asian Conference on Cultural Studies" acquired new areas of research in the field of cross-cultural marketing.

Date: Target Date:

Next Step:

Shared knowledge to students what have been learned the international conference attended.

Outcome:

Applied newly acquired knowledge through effectively advising students in crafting marketing research proposals.

Final Step/Recommendation:

To continue attending/presenting in international conferences related to marketing. And, publish research papers.

Prepared by:

Unit Head

cc: ODA-HRD

end instructions associated

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Hame of Employee: <u>Niank C. Paffilla</u> Festormance Raude: <u>January - June 2019</u>
Aim. To genure further knowledge, skills and capapillines in consciutor i marketing research
Proposed Interventions to Improve Performence and Competence and Qualification to assume higher responsibilities:
Cate Fetrusiv 1 2018 Target Date: June 2013
Filest Stept: Attend international lessench conference <u>related to pruss-cultural mark</u> ating research
Attended and an existed a societion the 2018 Asian continence on Court Since C
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Concerns: Applied <u>newly absuired knowleds, throusis effectivels advisina susdents in confting marks</u> es <u>earch proposels.</u>
Final Stap/Recommendations To continue attending/ores nith, in international conferences related to the keiner Auditional conferences related to the keiner Auditional conferences related to the keiner Auditional conferences related to the property of the land of the la

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