

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

January – June 2017

Name of Administrative Staff: **NORJITO B. QUIMCO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67 4.83	70%	3.269 3.38
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	1.5
TOTAL NUMERICAL RATING			4.76 4.88

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____

Outstanding

Prepared by: _____

Reviewed by: _____

NORJITO B. QUIMCO

Name of Staff

CONNEL D. ANTIPASO

Office Head

Recommending Approval: _____

REMBERTO A. PATINDOL

Chairman, PMT

Approved: _____

EDGARDO E. TULIN

President

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June 2017

Name of Staff: Norjito B. Quimco Position: Administrative 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		60				
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		25				
Average Score		5				

Overall recommendation : _____


EDGARDO E. TULIN
 Name of Head

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NORJITO QUIMCO, of the Office of the President 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 - June, 2017.

NORJITO QUIMCO
Batee

Approved:

CONNEL D. ANTIPASO
Head of Unit

MFO & PAPS	Success Indicators	Tasks Assigned	Target for 2017	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 6. General Adm. and Support Services	Zero complaint from clients	Conduct and fetch passengers to destinations safely and timely	Zero complaint	Zero Complaint	5	5	5	5	
	Clean and maintained assigned vehicle for road worthiness	Road worthy vehicle	1 vehicle	1 vehicle	5	5	4	4.67	
Total Over-all Rating								4.67	

Average Rating (Total Over-all rating divided by 2)	4.67
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.67
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

Received by:

Planning Office

Date:

Called by:

PMT

Date:

Recommending Approval:

Executive Assistant

Date:

Approved by:

President

Date:

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Ratee

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Head of Unit

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Planning Office

PMT

Executive Assistant

President

Date:

Date:

Date:

Date:

1 – Quality; 2 – Efficiency; 3 – Timeliness; 4 – Average

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Received by: _____
Planning Office
Date: _____

Calibrated by:  PMT
Date: _____

Recommending Approval: _____
Executive Assistant
Date: _____

Approved by: _____
President
Date: _____