

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: **HENRY P. MODINA**

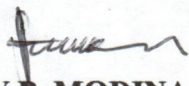
Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.78	70%	3.35
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.43
TOTAL NUMERICAL RATING			4.78

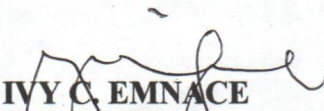
TOTAL NUMERICAL RATING: 4.78
Add: Additional Approved Points, if any: 0.00
FINAL NUMERICAL RATING 4.78

ADJECTIVAL RATING: Outstanding


Prepared by:

Reviewed by:

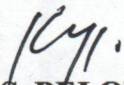

HENRY P. MODINA
Name of Staff


IVY C. EMNACE
Head, DFST

Recommending Approval:

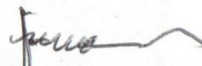

VICTOR B. ASIO
Dean, CAFS

Approved:

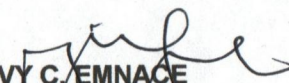

BEATRIZ S. BELONIAS
Vice President for Instruction


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Mr. Henry P. Modina, of the Department of Food Science and Technology, College of Agriculture and Food Science 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- December 2019


HENRY P. MODINA
Ratee

Approved:


IVY C. EMNACE
Head, DFST


VICTOR B. ASIO
Dean, CAFS

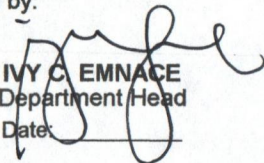
MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Messengerial Services	Number of memoranda and other documents served within the day of receipt	Messengerial	Documents delivered within specified time	80%	95%	5	4	4	4.33	
	Number of documents processed for approval	Messengerial	Processed documents for approval to respective units	25	30	5	4	4	4.33	
	Follow-up documents for approval in different units	Messengerial	Followed-up documents and accomplished transactions	15	30	5	4	4	4.33	
	Number of forms facilitated, submitted and delivered	Messengerial	Submitted and delivered forms	85	200	5	5	5	5.00	
Janitorial Services	Number of offices maintained & cleaned	Janitorial	Maintained and cleaned offices	5	8	5	5	5	5.00	
	Number of comfort rooms maintained and cleaned	Janitorial	Maintained and cleaned comfort rooms	2	5	5	5	5	5.00	
	Number of Lec/Lab rooms maintained	Janitorial	Maintained and cleaned lecture and laboratory rooms	2	3	5	5	5	5.00	

	Maintained cleanliness in the department surroundings	Janitorial	Maintained cleanliness in the dept.	85%	95%	5	5	5	5.00	
General Administration and Support Services (GASS)	Efficient and customer friendly frontline service	Served with 0% complaint from client	General Services	Customer assistance	0% Valid complaint	5	5	5	5.00	
Total Over - all Rating									43.00	

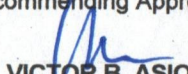
Average Rating (Total Over-all rating divided by 4)		4.78
Additional Points		
Approved Additional points (with copy of approval)		
FINAL RATING		4.78
Adjectival Rating		OUTSTANDNG

Comments & Recommendations for Development Purpose: <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> Attend Personal Effectiveness and Behavioral Skills Training/Seminar </div>

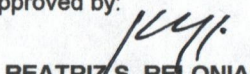
Evaluated and Rated by:


IVY C. EMNACE
Department Head
Date: _____

Recommending Approval:


VICTOR B. ASIO
College Dean
Date: _____

Approved by:


BEATRIZ S. BELONIAS
VP for Instruction
Date: _____

Instrument for Performance Effectiveness of Administrative StaffRating Period: **JULY-DECEMBER 2019**Name of Staff: **HENRY P. MODINA** Position: **Admin. 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		57				
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	5	4	3	2	1

office/department aligned to that of the overall plans of the university.					
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	77				
Average Score	4.7				

Overall recommendation : _____

IVY C. EMNACE
Name of Head

1. Demonstrates self-initiative to identify and solve problems 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, INEDA, 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 network 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 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 clients	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	77				
B. Leadership & Management (For supervisors only to be rated by higher supervisor)	Grade				
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher supervisors	5	4	3	2	1
2. Visionary and capable to draw strategic and specific plans and targets of the	5	4	3	2	1

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : HENRY P. MODINA
Performance Rating : OUTSTANDING

Aim: To improve percentage of documents processed performance on faculty requests and maintenance of the DFST surroundings.

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

Date: July 2019

Target Date: September 2019

First Step:

Monitor Mr. Modina's performance on processing of documents, faculty requests and maintenance of the surroundings.

Result:

Requested documents were facilitated and prepared on time. DFST cleanliness were maintained.

Date: October 2019

Target Date: December 2019

Next Step:

One-on-one meeting with Mr. Modina

Outcome:

His performance specific to document facilitation and preparation and in cleanliness maintenance in DFST surroundings has improved.

Final Step/Recommendation:

Required Mr. Modina to closely monitor processing of documents for smooth operation of office transactions.

Prepared by:


IVY C. EMNACE
(Unit Head)

Conforme:


HENRY P. MODINA
Ratee