

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

NAME OF ADMINISTRATIVE STAFF: **BERTULFO M. GUMBA**

<b>Particulars (1)</b>	<b>Numerical Rating (2)</b>	<b>Percentage Weight (3)</b>	<b>Equivalent Numerical Rating (2x3)</b>
1. Numerical Rating per IPCR	4.56	70%	3.192
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.50	30%	1.350
<b>TOTAL NUMERICAL RATING</b>			<b>4.542</b>

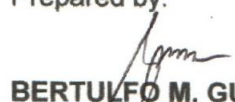
TOTAL NUMERICAL RATING: **4.542**

Add: Additional Approved points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: **4.542**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**BERTULFO M. GUMBA**  
Name of Staff


Reviewed by:

  
**FELICIANO G. SINON**  
Department/Office Head

Recommending Approval:

  
**FELICIANO G. SINON**  
Director

Approved:

  
**OTHELLO B. CAPUNO**  
Vice- President



Visca, Baybay City, Leyte, Philippines

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **BERTULFO M. GUMBA**, *Laboratory Technician* of the **National Abaca Research Center-Visayas State University** 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 2019 to June 2019**.

BERTULFO M. GUMBA

Ratee

Approved: **FELICIANO G. SINON**  
Head of Unit

[illegible]



Ave. Rating (Total Over-all rating)		4.56
Additional Points:		
Punctuality	-	
Approved Additional points	-	
(with copy of approval)		
FINAL RATING		4.56
ADJECTIVAL RATING		VERY SATISFACTORY

Comments & Recommendation for  
Development Purpose:

He is on-time and efficient, but  
he needs more exposure to be more  
creative in developing new products.

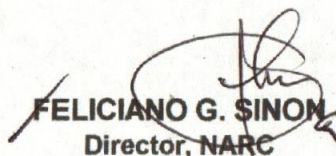
Evaluated & Rated by:

Recommending Approval:

Approved by:

  
FELICIANO G. SINON  
Director, NARC

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

  
FELICIANO G. SINON  
Director, NARC

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

  
OTHELLO B. CAPUNO  
OVPRE

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

Exhibit I

**PERFORMANCE MONITORING**

Name of Employee: **BERTULFO M. GUMBA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	No. of hours to develop new designs of handicraft from abaca waste	3	Jan 1, 2019	June. 30, 2019	9	Impressive	VS	He is on-time and efficient, but he needs more exposure to be more creative in developing new products
2	No. of hours to conduct per skills training on abaca handicraft	20	As per request		40	Very Impressive	O	
3	No. of hours to finish for display/exhibit handicraft products from abaca waste	15	Jan 1, 2019	June. 30, 2019	20	Impressive	VS	
4	No. of hours to assess/evaluate from weaver's finished products	200	Jan 1, 2019	June. 30, 2019	300	Very Impressive	O	
5	No. of hours to record finished products and issued log slip to weavers	200	Jan 1, 2019	June. 30, 2019	300	Impressive	VS	

6	No. of hours to brief visitor on the processing and making of abaca handicrafts	35	As scheduled	60	Impressive	VS	
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\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor


Prepared by:

  
**FELICIANO G. SINON**  
Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BERTULFO M. GUMBA**  
Performance Rating: **OUTSTANDING**

Signature: 

Aim: **To produce and promote abaca products.**

Proposed Interventions to Improve Performance:

Date: Jan. 1, 2019 Target Date: June 30, 2019

First Step:

- 
- Conduct skills training on abaca products
  - To develop new handicraft products
  - To produce and assists in marketing abaca products

Result:

- 
- On-time production of ordered abaca products
  - Efficient conduct of skills training
  - Availability of products - prototype
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Date: July 1, 2019 Target Date: Dec. 31, 2019

Next Step:

- 
- Assists the In Charge in the production of abaca products and conduct overtime if necessary
- 

Outcome: Effective productions of abaca products

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Final Step/Recommendation:

- To be given opportunities for exposure to improve product designs.
  - He is on-time and efficient, but he needs more exposure to be more creative in developing new products.
- 

Prepared by:

  
**FELICIANO G. SINON**  
Unit Head

## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January 1, 2019 to June 30, 2019

Name of Staff: BERTULFO M. GUMBA

Position: LAB. TECH

**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
<b>Total Score</b>		54.00				



<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>	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.	6	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					4.50

Overall recommendation : OUTSTANDING

  
**FELICIANO G. SINON**  
 Name of Head/Director