



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **CARLITO O. SUGANOB**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.53	70%	3.17
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.43
TOTAL NUMERICAL RATING			4.60

TOTAL NUMERICAL RATING: 4.60

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.60

FINAL NUMERICAL RATING 4.60

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

CARLITO O. SUGANOB
Name of Staff

Reviewed by:

MA. SALOME B. BULAYOG
Department/Office Head

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean, CME

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction



Visayas State University
College of Management and Economics
DEPARTMENT OF ECONOMICS
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Carlito O. Suganob**, of the Department of Economics, **College of Management and Economics** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January 1, 2020 to December, 2020**.

CARLITO O. SUGANOB
Administrative Aide VI
Date: _____

MA. SALOME B. BULAYOG
Head, DOE
Date: _____

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

Description of MFO's/PAPs	Success Indicators	Tasks Assigned	Actual		Rating				Remarks
			Target	Accomplishment (Jan-June 2020)	Quality	Efficiency	Timeliness	Average	
Support to Operations									
	PI.1 Percentage of forms prepared/facilitated and encoded								
	<i>Projected/Tentative Workload</i>	Prepares and assigned tentative workload of all DOE faculty	90%	50%	5	5	4	4.67	
	<i>Actual teaching load</i>	Prepares/encodes and submitted actual teaching load of DOE faculty to Registrar's Office	90%	50%	4	5	5	4.67	
	<i>Individual Faculty Workload</i>	Prepares/encodes and submitted individual faculty workload of DOE faculty to Registrar's Office	90%	50%	5	4	4	4.33	
	PI.2 Percentage of Instructional Materials prepare and facilitated	Printed obedized syllabus	90%	50%	5	5	5	5.00	
	PI.3 Percentage of government forms prepared and encoded and submitted	PPMP, DTR, Annual Reports, Payroll JOs, and other Standard Government forms	90%	50%	5	5	5	5.00	
	PI 4. Percentage of communications prepared and encoded	Letter of requests, certifications, justifications	90%	50%	4	4	4	4.00	

General Administration and Support services (GASS)									
Efficient and customer friendly frontline service									
	Pl.1 Number of efficient and customer friendly services rendered	Entertain students/ visitors/ clients with zero percent complaint served	1% complaint	zero complaint	5	5	5	5.00	
Total Over-all Rating								92.67	
Average Rating								4.63	
Adjectival Rating								0	

Comments & Re Recommendations for Development
 Purpose: *add training for admin staff and more prioritization of assigned task*

Evaluated and Review:

ms
MA. SALOME B. BULAYOG
 Head, DOE
 Date: _____

Recommending Approval:

ms
MOISES NEIL V. SERINO
 Dean, DOE
 Date: *Oct - 12, 2020*

Approved:

ms
BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: _____

1 - Quality 2 - Efficiency 3 - Tmeliness 4 - Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **January to June 2020**

Name of Staff: **CARLITO O. SUGANOB**

Position: **Admin. Aide VI**

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 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		23				
Average Score		4.82				

4.95

Overall recommendation : _____


MA. SALOME BULAYOG
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Carlito B. Suganob
Performance Rating: January-June 2020

Aim: Timely and quality delivery of administrative and support services

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

Date: January 2020

Target Date: March 2020

First Step:

Continued support of administrative work in the department.

Result:

Efficient delivery of administrative support with zero complain from students, faculty and other stakeholders.

Date: April 2020

Target Date: June 2020

Next Step:

Preparation of needed materials for module reproduction.

Outcome:

Reproduction of modules were going smoothly considering that all the materials needed were available.

Final Step/Recommendation:

Prepared the needed materials for the reproduction of 2nd batch of instructional materials (IMs).

Prepared by:



MA. SALOME B. BULAYOG

Unit Head

Conforme:



CARLITO O. SUGANOB
Ratee

cc: ODA-HRD