

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, VERONICO B. ALMERODA, of GRADUATE SCHOOL commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2017.


VERONICO B. ALMERODA
Ratee

Approved:

ANABELLA B. TULIN
Head of Unit

MFO No.	MFO Description	Success Indicators (SI)	Tasks Assigned	Targets	Actual Accomplishment	Rating			Remarks
UMFO 6. General Administration and Support Services (GASS)									
ODGS MFO 1. Administrative and Facilitative Services									
	PI 1. Number of documents requested, received and followed up on time	Delivers and follow up documents (memos, letter requests, PRs, announcements, etc.) to various offices/departments	70	200	4	5	5	4.66	
	PI 2. Number of official documents bound (binding services)	Binds official documents as requested	10	25	5	5	5	5.00	
	PI 3. Number of damaged books and other bound documents repaired/ re-bound	Repair damage books and other bound documents	100	100	4	3	4	3.66	
		Other jobs undertaken: 1. Water and tender plants inside and outside the office	10 mins. before dismissal (5 times a week)	10 mins. before dismissal (5 times a week)	5	5	5	5.0	
		2. Clean office rooms and CRs before and after office hours	8 office rooms and 4 CRs	8 office rooms and 4 CRs	4	4	5	4.33	
		3. Clean the surroundings within the office vicinity	15 minutes every office hours	20 min before office hours	4	5	5	4.66	
ODGS MFO 2. Frontline Services									
	PI 1. Efficient and customer friendly frontline service	Served clients with courtesy and friendly service	Zero percent complaint from client served	Zero percent complaint from client served	5	5	5	5.0	
Total Over-all Rating								32.31	

Average Rating (Total Over-all rating divided by 7)	32.31 / 7
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.62
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:

Received by:

Calibrated by:

Recommending Approval:

Approved by:


MIRIAM M. DELA TORRE
PRPEO


REMBERTO A. PATINDOL, Ph.D.
Chairman, PMT


BEATRIZ S. BELONIAS
Vice President for Instruction


EDGARDO E. TULIN, Ph.D.
President

Date: _____

Date: _____

Date: _____

Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December, 2017

Name of Staff: Veronico B. Almeroda

Position: Administrative 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						

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					45+32
Average Score					$\frac{77}{17} = 4.53$

Overall recommendation : _____


ANABELLA B. TULIN
 Dean, Graduate School