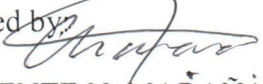



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR  
ADMINISTRATIVE STAFF**

Name of Administrative Staff: Clemente N. Maraňan Jr.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.88	70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.80	30%	1.44
TOTAL NUMERICAL RATING			4.86

TOTAL NUMERICAL RATING: 4.86Add: Additional Approved Points, if any:                     TOTAL NUMERICAL RATING: 4.86FINAL NUMERICAL RATING 4.86ADJECTIVAL RATING: Outstanding

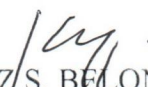
Prepared by:   
CLEMENTE N. MARAÑAN JR.  
Name of Staff

Reviewed by:   
ULYSSES A. CAGASAN  
Department/Office Head

Recommending Approval:

  
VICTOR B. ASIO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

Visayas State University  
**DEPARTMENT OF AGRONOMY**


Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, Clemente N. Maraňan Jr., Administrative Aide I of the Department of Agronomy, 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 to June 2019.

  
**CLEMENTE N. MARAÑAN JR.**  
Administrative Aide I

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

  
**ULYSSES A. CAGASAN**  
Department Head

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

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 6. General Administration and Support Services (GASS)										
OVPI MFO 1. Administrative and Facilitative Services										
	PI 1: Number of busted bulb and repaer of tiolet flush.	Maintains and check busted bulb and tiolets flush	15	25	5	5	5	5.00		
	PI 2: Number of DOA classrooms, lawn, student luonge, faculty offices, restroom and building premises cleaned and maintained	Clean and maintains classrooms, restrooms, offices, and lawns	20	25	4.5	4.7	4.9	4.70		

	PI 3: Number of messengerial job made	Deliver and follow-up documents to the different offices in the university	350	550	5	5	4.8	4.93	
Total Over-all Rating					14.50	14.70	14.70	14.63	
Average Rating					4.83	4.90	4.90	4.88	
Adjectival Rating									OUTSTANDING

**Comments and Recommendations for Development Purpose:**

*Attend seminars/trainings related to office/document management*

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

Evaluated and Rated by:

  
ULYSSES A. CAGASAN

Unit Head

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

Recommending Approval:

  
VICTOR B. ASIO

Dean

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

Approved:

  
BEATRIZ S. BELONIAS

VP for Instruction

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



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: \_\_\_\_\_

Name of Staff: Clemente N. Maraňan Jr. Position: Admen aide I

**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	5	4	3	2	1

required of his/her unit.					
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	83				
Average Score	4.88				

Overall recommendation : \_\_\_\_\_

  
ULYSSES A. CAGASAN  
Name of Head



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CLEMENTE N. MARAÑAN JR.  
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January 28, 2019

Target Date: December 2019

First Step:

To attend seminars related to management in the workplace

Result:

Confer with ODAHRD regarding necessary documents to prepare

Date: January 2020

Target Date: December 2020

Next Step:


Attend more trainings and seminars

Outcome: Improve skills and personality relationships among VSU workers

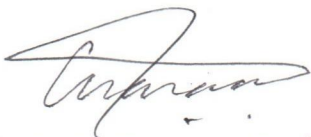
Final Step/Recommendation:

\_\_\_\_\_

Prepared by:

  
ULYSSES A. CAGASAN  
Unit Head

Conforme:

  
CLEMENTE N. MARAÑAN JR.  
Name of Ratee Faculty/Staff