



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **CRISANTO A. MAZO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.33	4.33 X 70%	3.03
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.29	4.29 X 30%	1.28
TOTAL NUMERICAL RATING			4.31

TOTAL NUMERICAL RATING: 4.31

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING 4.31

ADJECTIVAL RATING: "VS"

Prepared by: 

CRISANTO A. MAZO
Name of Staff

Reviewed by: 

VICENTE A. GILOS
Department/Office Head

Approved: 

ALELI A. VILLOCINO
Vice President for Students Affairs &
Services

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CRISANTO A. MAZO**, of the University Library commits to deliver and agree to be rated on the attainment of the following targets in accordance with indicated measures for the period July to Dec. 2020

CRISANTO A. MAZO
Ratee

Approved: **VICENTE A. GILOS**
Head of Unit

MFO NO.	MFOs/PAPs	Success Indicators	Tasks Assigned	2020 Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
UFMO 5 SUPPORT TO OPERATIONS (STD)										
LIBMF O 3	TECHNICAL SERVICES									
		PI 1. Number of volumes of books repaired	Technical Services	150 volumes book repaired	171 volumes book repaired	5	5	4	4.67	
		PI 3. Number of volumes inventoried	Technical Services	4 steel bookshelves (back to back)		N/A	N/A	N/A	N/A	Done last June 2020
		PI 4. Number of volumes bound journals cover printed	Technical Services		240 volumes	5	5	5	5	
UFMO 6 GENERAL ADMINISTRATION and SUPPORT SERVICES										
LIBMFO 6	Income Generating Services									
		PI 1. Efficient And Customer Friendly Frontline ASSISTANCE	P1 1. Efficient and customer-friendly frontline services	Front Services	O Compliant	5	4	4	4.33	
		PI 2. Number of Staff supervised	Technical Services	4 Staff	4 Staff	5	4	4	4.33	
		PI 3. Number of volumes bound journals and thesis cover printed	Technical Services	800 volumes	712 volumes	4	3	3	3.33	

Total Over-all Rating	21.66	
Average Rating (Total Over-all rating divided by 5)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.33	
ADJECTIVAL RATING	"VS"	

Comments & Recommendations for Development Purpose:

He needs training on using computer for him to be able to use a more advance bindery equipment someday.

Evaluated & Rated by:


VICENTE A. GILOS
Chief Librarian

Date: _____

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

Approved by:


ALELI A. VILLOCINO
VP – Students Affairs & Services

Date: _____

PERFORMANCE MONITORING FORM

July to December 2020

Name of Employee: **CRISANTO A. MAZO**

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	Repairs books	150 vols. Of books	July 2020	Dec. 2020	Dec. 2020	Very Impressive	Outstanding	
2	Frontline assistance	O complaint	-do-	-do-	-do-	-do-	-do	
3	Supervises 4 JO's Bindery Staff	4 JO's staff	-do-	-do-	-do-	-do-	-do	
4	Cover prints bound journals and theses	800 volumes	-do-	-do-	-do-	-do-	-do	
5								
6								
7								

* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:



VICENTE A. GILOS
Unit Head



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY TO DECEMBER 2020

Name of Staff: CRISANTO A. MAZO

Position: Admin. Asst. - I

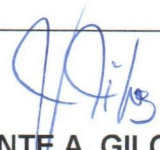
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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.	<u>5</u>	4	3	2	1
2.	Makes self-available to clients even beyond official time	<u>5</u>	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	<u>5</u>	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	<u>4</u>	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	<u>5</u>	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.	<u>5</u>	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	<u>5</u>	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	<u>5</u>	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	<u>5</u>	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	<u>4</u>	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	<u>5</u>	4	3	2	1

12. Willing to be trained and developed	<u>5</u>	4	3	2	1
Score	Total				
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	81 / 17				
Average Score	4.76				

Overall recommendation : _____


VICENTE A. GILOS
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

July to December 2020

Name of Employee: **CRISANTO A. MAZO**

Performance Rating: _____

Aim: To exposed him to digital printing of theses, dissertations and other library materials

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: He has to learn computer skills more. One Library laptop was provided to him to try-on.

Result: He still learning.

Date: _____ Target Date: _____

Next Step: One tech-savy staff is task to train him. On going.

Outcome: _____

Final Step/Recommendation:

He needs more time to continue harnessing his computer skills. Attendance to a webinar on basic computer operation is recommended for him.

Prepared by:


VICENTE A. GILOS
Unit Head

Conforme:


CRISANTO A. MAZO
Name of Ratee Faculty/Staff