

COMPUTATION OF FINAL INDIVIDUAL RATING FOR  
ADMINISTRATIVE STAFF

Name of Administrative Staff: EDIESER A. NORIEL

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.815	70%	3.37
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.41	30%	1.322
TOTAL NUMERICAL RATING			4.692

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Add: Additional Approved Points, if any:                     

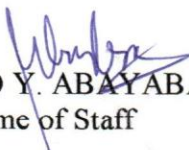
TOTAL NUMERICAL RATING: 4.692

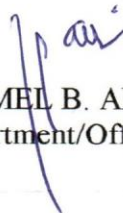
FINAL NUMERICAL RATING 4.692

ADJECTIVAL RATING: Outstanding

Prepared by:

Reviewed by:


  
ANTONIO Y. ABAYABAY  
Name of Staff

  
ROMEL B. ARMECIN  
Department/Office Head

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

Approved:

  
EDGARDO E. TULIN  
President

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EDIESER A. NORIEL, of the Eco-Farm & Resource Management Institute 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, 2017

  
EDIESER A. NORIEL  
 Ratee

Approved:   
ROMEL B. ARMECIN  
 Head of Unit

MFO& PAPS	Success Indicators	Target	Actual Accomplishments		Rating				Remarks
			% Accomplishments as of June 2017	Details of Accomplishments	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Research Services	Number of research implemented	1	100	1	5	5	5	5	
	Number of quarterly accomplishment report for each study submitted	2	100	2	4.5	5	5	4.83	
	Number of collaborative research conducted	1	100	1	5	5	5	5	
Extension Services	No. of communities provided with technical expert services	2	150	3	5	5	5	5	
	No. of person-days training conducted	75	106	80	4.8	4.5	4	4.43	
	Number of new IEC materials developed	1	100	1	5	4.6	4	4.53	
	Number of IEC materials distributed	100	130	130	4.7	5	5	4.9	
Production Services	Amount of income generated	70,000	114	80,000	5	5	5	5	
	Expansion of vermiculture: no of beds	1	100	1	5	4.9	5	4.96	
Support Services	Monthly OF/Vermitea production/sales and other accomplishment report	6	100	6	5	5	4	4.66	
	Development of expansion for vegetable area	300 sq.m.	116	350	4	5	4.9	4.63	



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January 1 to June 30, 2017Name of Staff: EDIESER A. NORIEL Position: SRA

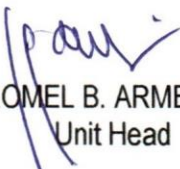
**Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.**

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		53/12 = 4.42				

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	22 <del>5</del> = 4				
Average Score	4.41				

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

  
ROMEL B. ARMECIN  
Unit Head