



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

**Annex P**


Name of Administrative Staff: **Sean O. Villagonzalo**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	70%	3.27
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	1.35
TOTAL NUMERICAL RATING			4.62

TOTAL NUMERICAL RATING: **4.62**  
Add: Additional Approved Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: **4.62**

FINAL NUMERICAL RATING **4.62**


ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:   
**Sean O. Villagonzalo**  
Name of Staff

Reviewed by:   
**Remberto A. Patindol**  
Immediate Supervisor

Recommending Approval:

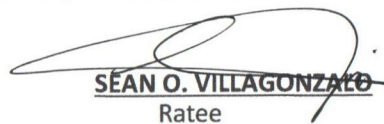
Approved:

NA  
Dean/Director  
  
**Remberto A. Patindol**  
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Sean O. Villagonzalo**, of the **University Connectivity Center** 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**.

  
**SEAN O. VILLAGONZALO**  
Ratee

Approved:

  
**REMBERTO A. PATINDOL**  
VP for Admin. & Finance



MFO & PAPs	Success Indicator	Target	Actual Accomplishments	Rating				Remarks
				Q1	E2	T3	A4	
1 LAN Installation, setup, repair	Supervised Technical staff in network installation and repair.	2 staff	4	4	5	5	4.67	
2 Computer/ peripherals repairs	Supervised technical staff in computer and other type of equipment repair.	2 staff	5	5	5	4	4.67	
3 Technical Assistance	Supervised technical staff in technical assistance	2 staff	4	4	5	4	4.33	
4 Streaming deployment	Supervised technical staff in the deployment of A/V equipment	1 staff	2	5	5	4	4.67	
5 User/ Computer account maintenance	Supervised technical staff in user/computer account maintenance	2 staff	4	4	5	5	4.67	
6 Server Management and Wifi Maintenance	Supervised technical staff in server management and wifi maintenance	1 staff	3	4	5	5	4.67	
7 Building ECE plans & design	Plan and design building ECE plans	1 building	2	4	5	5	4.67	
8 DYDC	Supervised DYDC technical staff in setting their activities	3 staff	4	4	5	5	4.67	
9 VICARP	Supervised RMIS & KM staff in complying PCAARD requirements.	1 staff	2	4	5	5	4.67	
10 VSU LAN Civil works and IDF electrical works	Supervised the civil works and IDF electrical works	2 staff	3	4	5	5	4.67	
<b>Total Over-all Rating</b>							<b>4.67</b>	

Control No- 105

Average Rating (Total Over-all rating divided by 4)		4.67
Additional Points:		
Punctuality	XX	
Approved Additional points ( with copy of approval)	XX	
Final Rating		4.67
Adjectival Rating	Very satisfactory	

Comment & Recommendation for  
Development Purpose:

Attend relevant seminars/  
conferences / trainings for  
upgrading of knowledge  
& points for continuing  
professional development

Evaluated & Rated by:

  
**REMBERTO A. PATINDOL**  
VP for Admin & Finance

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

1- Quality

2- Efficiency

3- Timeliness

4- Average

Recommending Approval:

N/A  
Dean/ Director

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

Approved by:

  
**REMBERTO A. PATINDOL**  
VP for Admin & Finance

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



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2019Name of Staff: Sean O. Villagonzalo Position: Engineer 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	59				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>	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	84				
Average Score	7.94				

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

  
**Remberto A. Patindol**  
 VP for Admin. & Finance



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Sean O. Villagonzalo

Performance Rating: \_\_\_\_\_

**Aim:**

ICT is very dynamic technology and this requires a very dynamic skills of manpower, hence the ICT personnel must be very dynamic in learning new things related to ICT annually.

**Proposed Interventions to Improve Performance:**

**Date:** January – June 2019    **Target Date:** June 30, 2019

**First Step:**

Find regional and national short term trainings, seminar, workshop, conference & Convention related to ICT.

**Result:**

Several regional, national ICT related trainings are available.

**Date:** July – December 2019    **Target Date:** December 31, 2019

**Next Step:**

Send SOVillagonzalo to ICT related training, seminars, workshop, conference & convention.

**Outcome:**

- Improved skills and technique due to training, seminars attended.
- Faster resolution of ICT related problems due to enhanced skills.
- Improved ICT analytic skills due to training attended.

**Final Step/Recommendation:**

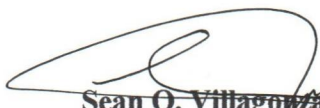
- Due to the dynamism in Electronics & ICT technology itself, continue sending SOVillagonzalo annually to training, seminar, workshop, conference and conventions related to his field of engineering like IECEP (w/ CPE credits) and other ICT related field not only in the country but as well asw international level.

Prepared by:



**Remberto A. Patindol**  
VP for Admin & Finance

Conforme:



**Sean O. Villagonzalo**  
Name of Ratee Faculty/Staff