



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: Narciso C. Bathan

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
Numerical Rating per IPCR	4.12	70%	2.88
Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.82	30%	1.14
TOTAL NUMERICAL RATING			4.02

TOTAL NUMERICAL RATING: 4.02

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.02

FINAL NUMERICAL RATING 4.02

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

MARIA ELSA M. UMPAD
Administrative Officer II

Reviewed by:

ERLINDA A. VASQUEZ
Director

Approved:

OTHELLO B. CAPUNO
Vice President for Res and Ext

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NARCISO C. BATHAN of PhilRootcrops 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 01, 2019 to Dec 30, 2019.



NARCISO C. BATHAN

Ratee

Approved:



ERLINDA A. VASQUEZ

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Services	No. of Exhibits put-up	To put-up Center's exhibit	6	6	4	5	4	4.33	
	No. of backdrops prepared	To design and prepare backdrop for any Center's Activity	7	5	4	4	4	4	
	No. of posters prepared	To prepare posters for staff presentation	8	8	4	4	4	4	
	No. of T-shirt designs prepared	To prepare T-shirts designs for any Center activity	3	0	3	3	3	3	
	No. of signages / tarpaulins lay-outed and printed	To prepare signages / tarpaulins	8	4	3	4	4	4.67	
	No. of experimental labels	To prepare experimental labels	600	900	5	5	5	5	
	No. of cover design for reports	To prepare cover design for reports	3	5	4	4	4	4	
	No. of oil paintings prepared	No. of oil paintings prepared	5	5	5	5	5	5	

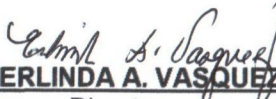
Total Over-all Rating									
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Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.12
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

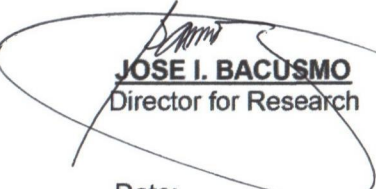
To attend trainings on Personality Development and Good Grooming, frontline services, health and wellness and financial literacy

Evaluated and Rated by:


ERLINDA A. VASQUEZ
 Director


Date: _____

Recommending Approval:


JOSE I. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP for Res. & Ext.

Date: _____

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - Dec 2019

Name of Staff: Narciso C. Bathan

Position: Adm. Aide

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

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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					
Average Score					

Overall recommendation : Very Satisfactory

Erlinda A. Vasquez
ERLINDA A. VASQUEZ
Director

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PERFORMANCE MONITORING & COACHING JOURNAL

	1 st	Q U A R T E R
	2 nd	
X	3 rd	
X	4 th	

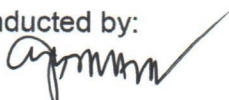
Name of Office: **PhilRootcrops**

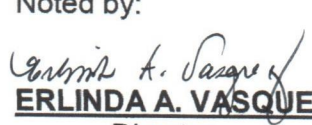
Head of Office: **Dr. Erlinda A. Vasquez**

Name of Personnel: **Narciso C. Bathan**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring <u>3rd Quarter</u> <u>4th Quarter</u> a. Monitoring of the assigned office activities	One-on-one discussion with the concerned staff regarding feedback from other personnel and visitors on the assigned office activities e,g tarp / backdrop preparation Calling attention of staff re: attendance	Meeting with staff under the Administrative Division Meeting with persons concerned especially with personnel raising the negative feedback	Memo to attend the meeting		Negative feedback from concerned personnel were addressed Office procedures were properly followed
Coaching Coaching of staff on the proper procedure in doing the assigned tasks Encouraging the staff under the Administrative Division to attend learning and development activities such as trainings offered by the University • - as often as necessary	One-on-one coaching	Group coaching through meetings and even in group discussions			Positive response to the coaching activity, negative feedback on the assigned office activity were immediately addressed

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by: 
MARIA ELSA M. UMPAD
 Immediate Supervisor

Noted by: 
ERLINDA A. VASQUEZ
 Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **NARCISO C. BATHAN**

Performance Rating: Very satisfactory

Aim: To produce better outputs and

Proposed Interventions to Improve Performance:

Date: July 1, 2019 Target Date: Dec 30, 2019

First Step:

Meeting and coaching of staff to come up with the target outputs

Meeting and coaching of staff to perform better in his work assignments

Result:

Better outputs

Date: July 1, 2019 Target Date: Dec 31, 2019

Next Step:

Periodic monitoring and checking of outputs

Outcome:

Produce the desired outputs

Final Step/Recommendation:

To perform better in the assigned tasks.

To attend capability build-up trainings that will enhance individual skills and competencies; other trainings like health and wellness and stress management.

Prepared by:


ERLINDA A. VASQUEZ
Director

Conforme: 
Narciso C. Bathan
Name of Ratee Faculty/Staff