

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF


Name of Administrative Staff: **GILDA P. NAYRE**

Particulars	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.963	70%	3.4741
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishment	5.000	30%	1.5000
TOTAL NUMERICAL RATING			4.9741


TOTAL NUMERICAL RATING: 4.9741
Add: Additional Points, if any:
TOTAL NUMERICAL RATING 4.9741

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:


GILDA P. NAYRE
Name of Staff


GUIRALDO C. FERNANDEZ, JR.
Department/Office Head

Recommending Approval: 
REMBERTO A. PATINDOL
Chairman, PMT

Approved: 
EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Ms. Gilda P. Nayre of the Department of Liberal Arts and Behavioral Sciences 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-JUNE 2017.

GILDA P. NAYRE
Ratee

Approved:

GUINALDO C. FERNANDEZ, JR.
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
General Administration and Support Services (GASS)	Efficient and customer friendly frontline services	100% no complaints	100% no complaint	no complaint	5	5	5	5.00	
	Teaching Performance Evaluation	Facilitated Teaching Performance Evaluation by the students	10	20	5	5	5	5.00	Assigned at Dept. of Civil Engineering and done right after the midterm examination.
	Secretarial Works	Recorded and released documents	200	483	5	5	5	5.00	Vouchers, Faculty Workload, Actual Teaching Load Assignments, Liquidation Reports, Purchased Request, Annual Procurement Plan, Staff Development Plan, Itinerary travel, CSRs, Appointment for Jos, JO Payrolls Completion Forms, Leave of Absence, Class Rosters, Grade Sheets
		Prepared and submitted documents on time	95%	100%	5	5	4	4.67	
Other Services		Drafted official communications	5	11	5	5	5	5.00	Certifications, recommendations, requests, etc.
		Filed official documents	150	335	5	5	4	4.67	Memorandums, Letters, Contracts, Completion Forms, Grade Sheets, Other Documents
		Member of different committees, staff of the Culture and the Arts Center	3	6	5	5	5	5.00	Culture and the Arts Center meetings, VSU Anniversary
		Committee Member	1	1	5	5	5	5.00	Culture and the Arts Festival
		Participant	1	1	5	5	5	5.00	Workshop on On-Line Enrollment
Total Over-all Rating								44.34	
Average Rating								4.930	
Adjectival Rating								0	

Received by: TERESITA L. QUINANOLA
Planning Office
Date: _____

Calibrated by: REMBERNO A. PATINDOL
Chairman, PMT
Date: _____

Recommending Approval: BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date: _____

Approved: EDGARDO E. TULIN
President
Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan. - June 2017Name of Staff: GILDA P. NAYRE

Position: _____

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					
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 :

GURAUD C. FERNANDEZ, JR.
Name of Head