

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: LOLITO D. CAÑA

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.44	4.44 x 70%	3.11
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.33	4.33 x 30%	1.30
TOTAL NUMERICAL RATING			4.41

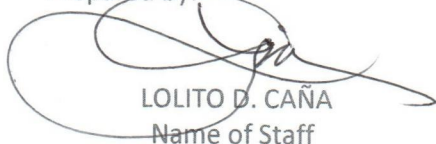
TOTAL NUMERICAL RATING: 4.41

Add: Additional Approved Points, if any:

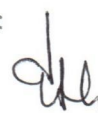
TOTAL NUMERICAL RATING: 4.41

ADJECTIVAL RATING: Very Satisfactory


Prepared by:


LOLITO D. CAÑA
Name of Staff

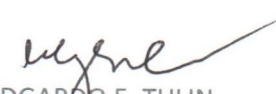

Reviewed by:


EDITHA G. CAGASAN
Head

Recommending Approval:

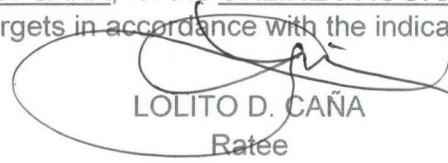

REMBERTO A. PATINDOL
Chairperson, PMT

Approved:

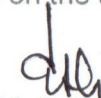

EDGARDO E. TULIN
President 

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LOLITO D. CAÑA, of the ONLINE PROGRAMS OFFICE (Open University, MMDC, VSU Printing Press) 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, 2016.


LOLITO D. CAÑA
Ratee

Approved:


EDITHA G. CAGASAN
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Printing Services	Copies of manuals and handbooks printed/No. of reams used for printing	Operated the copy printer	81 reams printed	100 reams printed	4	4	5	4.33	
Binding Services	Number of books bound (soft/hard)	Performed binding activities	30 hard 150 soft bound	40 hard 170 soft bound	4	5	5	4.67	
Efficient and customer friendly assistance	Zero Percent complaint from clients served	Entertained clients and facilitated filing-up of job orders	60	70	4	4	5	4.33	Zero complaints from clients
Total Over-all Rating								13.33	

Average Rating (Total Over-all rating divided by 3)	4.44
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.44
ADJECTIVAL RATING	Very satisfactory

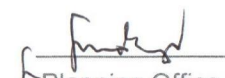
Comments & Recommendations for Development Purpose:


Received by:

Calibrated by:

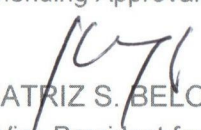
Recommending Approval:

Approved by:


Planning Office
Date: _____


REMBERTO A. PATINDOL, Ph.D.
Chairperson, PMT

Date: _____


BEATRIZ S. BELONIAS, Ph.D.
Vice President for Instruction

Date: _____


EDGARDO E. TULIN, Ph.D.
President

Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June, 2016


Name of Staff: LOLITO D. CAÑAPosition: Administrative Aide IV

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		52				
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		4.33				

Overall recommendation : _____


EDITHA G. CAGASAN
 Name of Head