

Exhibit P

COMPUTATION OF FINAL INDIVIDUAL RATINGS FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: MANUEL C. BARTOLINI

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.60	4.60 x 70%	3.22
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.45
TOTAL			4.67

TOTAL NUMERICAL RATING: 4.67
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

MANUEL C. BARTOLINI
Name of Staff

Reviewed by:

ELIEZER L. VELASCO
Department/Office Head

Recommending Approval:

Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, Manuel C. Bartolini, of the Registrar's Office commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period July 1, 2018 to December 30, 2018:


MANUEL C. BARTOLINI
Ratee

Approved:


ELIEZER L. VELASCO
University Registrar

MFO & PAPs	Success Indicator	Tasks Assigned	TARGET	Actual	Rating				Remarks
				Accomplishment	Q ₁	E ₂	T ₃	A ₄	
	No. of students permanent records updated	1. Updates students permanent record of assigned courses	700	956	5	4	5	4.66	
	No. of verifications of records/ grades/ deficiencies	2. Processing application for verifications of records/ grades/ deficiencies	700	956	5	4	5	4.66	
	No. of candidates for grad'n. check and evaluated	3. Checks and evaluate records of candidates for graduation of assigned courses	15	27	5	4	5	4.66	
	No. of list prepared and consolidated	4. Prepare list and consolidate candidates for graduation and furnish copies to the dept., college deans and OUS.	6	6	5	4	5	4.66	
	No. of individual notices of deficiencies of applicants for graduation	5. Prepares individual notices of deficiencies of applicant for graduation	15	27	5	4	5	4.66	
	No. of clearances of graduating students processed	6. Processing clearances of graduating students	27	27	5	5	5	5.00	
	No. of transcript of records prepared and issued	7. Preparation of transcript of records	606	714	5	5	5	5.00	
	No. of transfer credential prepared (TC & OTOR)	8. Preparation of transfer credential (TC & OTOR)	25	35	5	5	5	5.00	

[illegible]

MFO & PAPs	Success Indicator	Tasks Assigned	TARGET	Actual	Rating				Remarks
				Accomplishment	Q ₁	E ₂	T ₃	A ₄	
	No. of requests / follow-up of Form 137-A, TOR and other related credentials	20. Requests / follow-up of Form 137-A, TOR and other related credentials	100	410	5	4	5	4.66	
	No. of student records evaluated	21. Student record evaluation	700	956	5	4	5	4.66	
	No. of permanent records of graduating and other students re-evaluated	22. Re-evaluate permanent records of graduating and other attending students	50	956	5	4	5	4.66	
	No. of identification card processed	23. Take pictures and process identification card of faculty, staff and students	500	2,267	5	4	5	4.66	
	No. of hours spent in the preparation of enrolment venue	24. Assists in the preparation of enrolment venue	2	4	5	4	5	4.66	
	No. of credentials checked and enrolment forms issued	25. Assists in checking credentials and issue enrolment forms to new freshmen	3	395	5	4	5	4.66	
					5	4.00	5	4.600	

Average Rating (Total Over-all Rating divided by 4)			
Additional Points:			
Punctually			
Approved Additional points (with copy of approval)			
FINAL RATING			4.67
ADJECTIVAL RATING			Outstanding

Comments and Recommendations for Development Purpose:

The Registrar's staff should be allowed and be given a chance to attend seminars on topics that are related to the nature of their duties and responsibilities.

Evaluated & Rated by:

ELIEZER L. VELASCO
Dept/Unit Head

Date _____

Recommending Approval:

Dean/Director

Date _____

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction

Date _____

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - December 2018
Name of Staff: MANUEL C. BARTOLINI Position: ADMIN. AIDE 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.

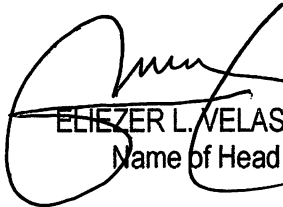
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model.
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The faculty fails to meet job requirements

PART 1

A. Commitment (both for subordinates and supervisors)	Scale				
1. Demonstrates sensitivity to clients' 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 the 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. 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	59				
Average Score	4.916				

Overall recommendation: _____


ELIEZER L. VELASCO
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MANUEL BARTOLINI

Performance Rating: OUTSTANDING

Aim: To maximize the productivity potential of Registrar's Office Staff

Proposed Interventions to Improve Performance:

Date: August 10, 2018

Target Date : December 11, 2018

First Step:

Gather all the staff for Staff meeting to have a collective assessment on how far have they gone in terms of their respective individual target during the First Semester 2018-19 until the enrollment for Second Semester 2018-19. Informing the whole staff that starting enrollment for 1st Sem we will be using and migrating to Cumulus One program, and putting into effect **On-Line Enrollment**, the training they have attended can greatly be applied to the implementation of the new system.

Result:

Evaluation of student records in BSS, BSAE, BSGE, BSCE, BSME, has been completed few weeks before enrollment at least in the preparation of enrollment forms were also completed just in time before enrollment. With the implementation of the Cumulus One, it has somehow make some improvement in our computerization program.

Date: October 13, 2018

Target Date: December 11, 2018

Next Step:

Individual consultation of staff in my office in order to come up with a positive assessment on the duties and responsibilities that are assigned to him. If ever there are things to be improved he will be aware so that he will be able to make the necessary action.

Outcome: Evaluation and updating of student records, preparation of enrollment forms are done right on time. . . No enrollment forms will be released not unless there was a thorough checking of student records for enrollment purposes.

Final Step/Recommendation:

If we have to follow the standard number of student that an evaluator have to handle which is 1 evaluator for every 500 students, the actual number of students that Mr. Bartolini is handling is about 1,000 students which is double to what is required. During the manpower review/consultation I strongly suggest that additional manpower should be added to the Registrar's Office so that the pressure on Mr. Bartolini is just too much, just like other evaluators who are also handling more than 1,000 students. Much more so with our enrollment figure that has dramatically increased due to the entry of senior high graduates putting more pressure on the evaluators load wherein more than 2,000 new students has been added.

Conforme:


MANUEL C. BARTOLINI

Prepared by:


ELIEZER L. VELASCO
Unit Head