



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **GANESSA ROSE L. GONGORA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.97	70%	3.48
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
TOTAL NUMERICAL RATING			4.96

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

4.96

FINAL NUMERICAL RATING _____

4.96

ADJECTIVAL RATING: _____

Outstanding

Prepared by: _____

GANESSA ROSE L. GONGORA

Name of Staff 1/19/24

Reviewed by: _____

ALLEN GLENNIE P. LAMBERT

Department/Office Head 1/19/24

Recommending Approval: _____

ALLEN GLENNIE P. LAMBERT

Executive Secretary 1/19/24

Approved: _____

DANIEL LESLIE S. TAN

OIC-President 1/22/24

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **GANESSA ROSE L. GONGORA**, of the Office of the Executive Secretary commits to deliver and agree to be rated on the attainment of the following targets in accomplishments in accordance with the indicated measures for the period Jan-December 2023.

GANESSA ROSE L. GONGORA

Ratee 1-18-24

APPROVED:

ALLEN GLENNIE P. LAMBERT

Head of Office 1-18-24

UMFO No.	OP MFO	MFOs/PAPs	Success Indicators	Task Assigned	Target	Accomplishment	Rating				Remarks	
							Q ¹	E ²	T ³	A ⁴		
UMFO 6. General Administration Support Services												
	OP MFO 1	General Administration and Support Services	Zero Complaint administrative services from clients	Provides advice to, and directs or assists clients (via email, call or actual visit) in addressing their various service	Zero complaint from clients	Zero complaint from clients	5	5	5	5.00		
			Maintained workplace in compliance to ISO-5s	Maintains personal workspace to ISO 5s	100%	100%	5	5	5	5.00		
	OP MFO 2	Management and Executive Services	Effective and Efficient Management and Paperwork Services									
			Number of Memoranda/Special Orders/Certifications issued	Drafts, reviews, of Memoranda, Special Orders, Certifications issued	200 (1100)	300 (3843)	5	5	5	5.00		
			No. of reports prepared	Gathers data, prepares drafts of reports	5	10	5	5	5	5.00		
			No. activity documentation assignment	Serves as activity documenter	3	7	5	5	4	4.67		
			Effective and Efficient Public Relations Services									
			No. of emails answered or facilitated	Answers and facilitates emails for the Office	3,500	5,930	5	5	5	5.00		
			Effective and Efficient President's Calendar Management	Document events	30	35	5	5	5	5.00		


		No. of events organized/coordinated/photo documented	Drafts and prepares messages, edit video messages for the	35	90	5	5	5	5.00	
			Plans, schedules and documents meetings, appointments and travel of Univ. Pres.	100%	100%	5	5	5	5.00	
		100% of meetings and travels convened/presided/facilitated/photo-documented	Facilitates/complies committee assignments	100%	100%	5	5	5	5.00	
		100% of committee assignments steered and complied								49.67/10 = 4.97
		<i>Total Over-all Rating</i>								

Average Rating (Total Over-all-rating divided by 10)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	4.97
FINAL RATING	Outstanding
ADJECTIVAL RATING	


Comments and Recommendations for Development Purpose: She is resourceful and willing to work overtime if necessary. She should attend capability build-up trainings related to her functions and to pursue graduate studies required for promotions.

Recommending Approval:

Evaluated and Rated:

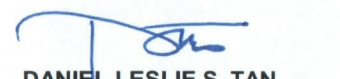

ALLEN GLENNIE P. LAMBERT
Unit Head 1-18-24

Date: _____


ALLEN GLENNIE P. LAMBERT
Unit Head 1-18-24

Date: _____

Approved by:


DANIEL LESLIE S. TAN
OIC-President 1-19-24

Date: _____

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2023

Name of Staff: Ganessa Rose L. Gongora

Position: Media Production Specialist

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. 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		4.92				

Overall recommendation : Outstanding


ALLEN GLENNIE P. LAMBERT

Printed Name and Signature

Head of Office

1/18/24

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Office of the President

Head of Office: Allen Glennie P. Lambert

Name of Faculty/Staff: Ganessa Rose L. Gongora Signature:  Date: _____

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments, problems and plans	<ul style="list-style-type: none">First working day of the month as needed				
Coaching Discuss ways to improve the execution of assigned tasks.	<ul style="list-style-type: none">First working day of the month as needed				

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

Conducted by:


ALLEN GLENNIE P. LAMBERT
 Immediate Supervisor

1/18/24

Verified by:


DANIEL LESLIE S. TAN
 Next Higher Supervisor

1/19/24

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ganessa Rose L. Gongora

Performance Rating: Outstanding

Aim: Improve facilitation and documentation of events that involve the University President

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: December 2023

First Step: Attend trainings/for a on problem-solving and communication (verbal and written) to hone problem-solving and communication skills

Result: Identify, apply and evaluate problem-solving and communication skills that are relevant to the job.

Date: January 2024

Target Date: June 2024

Next Step:

1. Attend trainings/for an event organization/management and leadership/ coordination to further develop skills in event organization/management and leadership.
2. Attend Benchmarking activities and use learnings in the performance of her functions.

Outcome: Identify, apply and evaluate skills that are relevant to the job.

Final Step/Recommendation:

Consolidate and apply proven skills that are relevant to the job.

Prepared by:


ALLEN GLENNIE P. LAMBERT
Unit Head

1/18/24

Conforme:


GANESSA ROSE GONGORA
Ratee

1/18/24