

## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: Roger T. Muana

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	70%	3.44
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.16	30%	1.24
TOTAL NUMERICAL RATING			4.68

TOTAL NUMERICAL RATING: 4.68

Add: Additional Approved Points, if any:

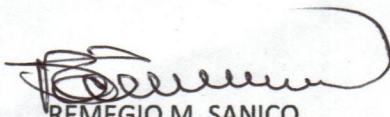
TOTAL NUMERICAL RATING: 4.68ADJECTIVAL RATING: Outstanding

Prepared by:

4  
EDITHA F. DARGANTES

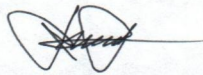
Name of Staff

Reviewed by:

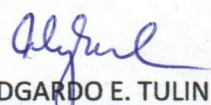
  
REMEGIO M. SANICO

Department/Office Head

Recommending Approval:

  
REMBERTO A. PATINDOL  
Chairman, PMT


Approved:


  
EDGARDO E. TULIN  
President



## Visayas State University

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

  
**ROGER T. MUANA**  
HEO I

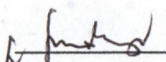
  
**REMIGIO M. SANICO**  
Head, HELVMU

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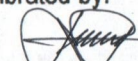


	P1 2: No. of engine tune-up, overhauling & servicing		. Installation of fan belts; engine change oil; aircon idling adjust and repair; installation of fuel lines; servicing of newly purchase surplus engine of Bus 37; radiator cleaning and servicing; engine tune-up; replacing of fuel filter; fixing of engine oil leak; fixing of engine water leak; servicing newly purchase surplus engine of PCC Truck; servicing of newly purchase surplus vehicles of Biodiesel; engine support installtion; installation of accelerator cable; fuel system servicing; fixing of engine dip stick; charging of freon	20	25	5	5	5	5.00	. Bus 36 & 37; Kia Combi; Rosa Bus 1 & 2; Supply Truck; DH-100 DT; Elf 350 & 250; Land Cruiser, Hi-Ace; Hilux, PCC Truck; Fire Truck; LSWMU; Mit. L-200; L-300 Biodiesel; Foton; Garbage T.; Hi-Ace Cebu Of.; Mit. Strada (Gray); Nissan Pick-Up NARC; Mit. Strada (Green); WSSMU
	P1 3: No. of Transmission/Differential servicing		. Pull out of differential carrier, transmission & dismantle; repair and check transmission; transmission change oil; differential change oil; transmission linkages installation; transmission support installation, assemble of transmission	18	19	5	5	5	5.00	. Thilux; Mit. L-200; DPBG; DT DH-100; PESMU; Bus 36 & 37, Isuzu 350 & 250; Sup Tuck; Rosa Bus 1 & 2; Thi-Ace Cebu; Combi; Foton; WSSMU; LSWMU; Mit. Strada; Lcruiser Yellow
<b>HELVMU MFO 2. Operation and maintenance of vehicles</b>										
	P2 1: No. of vehicles & farm equipment maintained	c	. Monthly servicing; check-up minor & major repair	8		5	5	4	4.67	Tractors, Buses
<b>HELVMU mfo 3. Ground Maintenance</b>										
	P3 1: No. of surroundings cleaned and maintained		. Cleaning of HELVMU surroundings	1		2	2	2	2.00	HELVMU sourroundings
Total Over-all Rating									19.67	
Average Rating						0.00	0.00	0.00	4.92	
Collectival Rating								Oustanding		

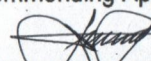
Received by:

  
 Planning Officer  
 Date: \_\_\_\_\_

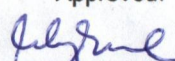
Calibrated by:

  
**REMBERTO A. PATINDOL**  
 Chairman, PMT  
 Date: \_\_\_\_\_

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
 Vice Pres. for Admin. & Finance  
 Date: \_\_\_\_\_

Approved:

  
**EDGARDO E. TULIN, Ph.D.**  
 President  
 Date: \_\_\_\_\_



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December , 2016Name of Staff: Roger T. MuanaPosition: HEO I

**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.**

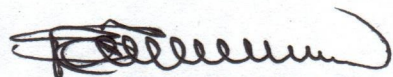
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job 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		4.16				
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 : \_\_\_\_\_



REMEGIO M . SANICO  
Name of Head