



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Gabriel A. Israel Jr.

Name of Administrative Staff: MARLON G. BURLAS

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.33	70%	3.031
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.374
TOTAL NUMERICAL RATING			4.405

TOTAL NUMERICAL RATING: 4.405

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.405

FINAL NUMERICAL RATING 4.405

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

GABRIEL A. ISRAEL JR.
Name of Staff

Reviewed by:

MARLON G. BURLAS
Department. Office Head

Recommending Approval:

MARIO LILIO VALENZONA
Dean/Director

Approved:

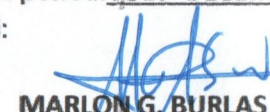
DANIEL LESLIE S. TAN
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Gabriel A. Israel Jr. of the **POWER PLANT ELECTRICAL SERVICES** under the **PHYSICAL PLANT OFFICE** commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **JULY- DECEMBER 2022**

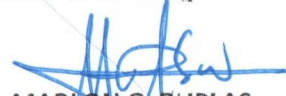
Approved:


GABRIEL A. ISRAEL JR.
Ratee



MARLON G. BURLAS
Unit, Head

MFO & Performance Indicators	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					C ¹	E ²	T ³	A ⁴	
FMO1- POWER GENERATION AND MAINTENANCE	PI 1.1 Power Operation and Maintenance and Gen set Operate	Ready generation in case of brownout	2	2	5	4	4	4.33	
		Operate Genset	2	2	5	4	4	4.33	
		Assistance of distribution lines	6	6	5	4	4	4.33	
		Cleaning the VSU Power house and surroundings	1	1	5	4	4	4.33	
	PI 1.2 No. of Reading of Building, Faculty & Staff Housing & Commercial Stalls	Reading of Electric & water Bill of VSU Faculty & Staff, IGP commercials stalls	175	175	5	4	4	4.33	
Total Over-all Rating								21.65	
Average Rating (Total Over-all rating divided by 3)				4.33	Comments & Recommendations for Development Purpose: Basic Occupational safety and health				
Additional Points:									
Punctuality:									
Approved Additional point (with copy of approval)									
FINAL RATING				4.33					
ADJECTIVAL RATING				VS					


Evaluate & Rated by:


MARLON G. BURLAS
Supervisor
Date: _____

Recommending Approval:


MARIO LINO VALENZONA
Director, ODPP
Date: _____

Approved by:


DANIEL LESLIE S. TAN
Vice Pres. For Adm. & Finance
Date: _____

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July- December 2022

Name of Staff: Gabriel A. Israel Jr.

Position: Admin Aide VI

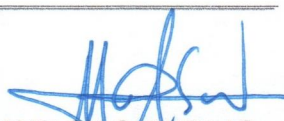
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		45				
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		3.75458				

Overall recommendation : _____


MARLON G. BURLAS
 Printed Name and Signature
 Head of Office

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
 Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Gabriel A. Israel Jr.

Performance Rating: _____

Aim: Collaboration and working with others

Proposed Interventions to Improve Performance:

Date: July 2022

Target Date: December 2022

First Step:

Adjustment of work approached based on the Agreed terms/ norms of the unit.

Result:

Understanding and responding to the concern's of others

Date: October 2022

Target Date: December 2022

Next Step:

Understanding the mandate of the unit.

Outcome: Contributions to work outputs of the unit


Final Step/Recommendation:

Positive Communication and interaction between colleagues

Prepared by:


MARLON G. BURLAS
Supervisor

Conforme:


GABRIEL A. ISRAEL JR..
Name of Ratee Faculty/Staff