

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HADASHA N. BONGAT

January-June 2018

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.96x50%	2.48	
b. Students (50%)		4.00x50%	2.00	
Total for Instruction	75%		4.48	3.36
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	20%		4.83	0.97
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	0%			
4. Administration	5%		4.67	0.23
5. Production				
TOTAL	100%			4.56

EQUIVALENT NUMERICAL RATING:

4.56

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.56

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

HADASHA N. BONGAT
Name of Faculty

ANTONIO P. ABAMO
Head, DBM

Recommending Approval:

ANTONIO P. ABAMO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 26

6. *Chlorophyll a* and *Chlorophyll b* contents were determined by the method of Arar and Collins (1971).

1990-1991

1

This image shows a blank, aged, cream-colored page, likely an endpaper or flyleaf from an old book. The paper has a visible texture and is covered with numerous small, dark specks and dust particles. There are also some faint, horizontal lines or creases near the bottom edge, possibly from the binding or handling. The overall appearance is that of a well-preserved but old piece of paper.

100

11

100

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **HADASHA N. BONGAT**, Instructor of the Department of Business and Management 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 2017 to June 2018

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HADASHA N. BONGAT
 Ratee

Approved: *[Signature]*
ANTONIO P. ABAMO
 Head, DBM

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish ment	Actual Accomplishme nt	Rating				Remarks
						Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored									
	PI3: Percentage increase in number of graduate students enrolled									
	PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	182%	36.35	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler	1	200%	2	5	5	5	5.00	
	Revised IM's within the last 3 years									
	Advising									
	Approved case study manuscript	Adviser	12	150%	18	5	5	5	5.00	
	Approved thesis outline		1	100%	1	5	5	5	5.00	
	Approved thesis manuscript		1	100%	1	5	5	5	5.00	
	Student Advising and Consult Services:									
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	100%	1	5	5	4	4.67	

	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
Total Over-all Rating									63.67	

Average Rating (Total overall rating divided by 4)		4.90
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.90
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose: <i>Disciplined young researcher/teacher w/ proven experience & skills, must get a PhD, asap!</i>
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Evaluated & Rated by:

[Signature]
ANTONIO P. ABAMO
Dept/Unit Head

Date: _____

Recommending Approval:

[Signature]
ANTONIO P. ABAMO
Dean

Date: _____

Approved by:

[Signature]
BEATRIZ S. BELONIAS
Vice President

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

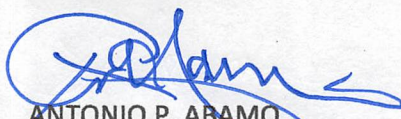
Head of Office: Antonio P. Abamo

Number of Personnel: HADASHA N. BONGAT

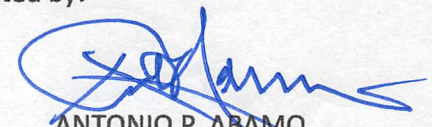
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Checking on her plan for advanced degree	Faculty meeting		Following up the progress of research/extension involvement of DBM	Very productive discussion
Coaching	Developing and managing independent research project	How possible to develop teaching guides and tips for teaching effectively		Encouraging her to take courses within VSU to sharpen her research and teaching skills and competence	Effective and successful

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

Conducted by:


ANTONIO P. ABAMO
 Immediate Supervisor

Noted by:


ANTONIO P. ABAMO
 Dean, CME

PERFORMANCE EVALUATION & COACHING JOURNAL

1st	
2nd	
3rd	
4th	
5th	

Name of Officer: _____

Head of Office: Antonio S. Adams

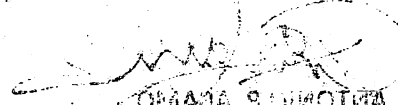
Number of Reports: _____


Activity	Performance		Remarks
	Group	Individual	
Monitoring	Checking progress for advanced degree	Reviewing progress of research and development	Very productive involvement of research and development
Coaching	Developing and managing independent research project	How possible to develop teaching guides and tips for teaching effectively	Encouraging staff to take courses within VSU to sharpen their research and teaching skills and competence

Note: Please indicate the time in this appropriate box when the activity was conducted.

Conducted by:

Noted by:


ANTONIO S. ADAMS
Immediate Supervisor


ANTONIO S. ADAMS
Team Lead

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: HADASHA NAVARRA BONGAT

Performance Rating: January to June 2018

Aim: To acquire knowledge and skills in conducting agribusiness, economics and management research and community development.

Proposed intervention to improve performance and/or competence and qualification to assume higher responsibilities:

Date: January 3, 2018

Target Date: June 30, 2018

First Step:

- Attend training/ workshop, symposiums related to conduct agribusiness, economic and management research and community development.
- Attend training/ workshop on research, writing and publications.

Results:

- Participated/ co- facilitated final review of project research entitled "Developing fruit and vegetable value chain and integrating them in the community development in Southern Philippines spearheaded by the Australian Centre for International and Agricultural research dated June 12-16, 2018.
 - Attended training workshop on "Extension Proposal Writing" spearheaded by OVPRE-VSU dated June 18-20, 2018.
-

Next Step:

- Shared learnings, insights and experience and knowledge of different research frameworks to colleagues and students, and partner people organization.
- Prepared a journal publication regarding vegetable value chain and other topics related to the research conducted.
- Shared learnings, insights and experience on extension writing proposals to colleagues, students, and partner people's organizations.
- Apply learnings, knowledge and techniques and prepared an extension proposal for funding and implementation.

EMPLOYEE DEVELOPMENT PLAN

AGRICULTURAL UNIVERSITY

January to June 2018

Performance Rating

Aim: To acquire knowledge and skills in conducting research, innovation and community development

Proposed intervention to improve performance based on experience and qualification to achieve higher performance

Start Date: June 2018

End Date: June 2018

Attend training workshop, symposium, seminar, conference, etc. to conduct research and management research and community development

Attend training workshop on research, writing and publications

Participate in co-research and co-development of research and development in the community and vegetable value chain and integrating them in the community development in the research and development by the National Centre for

Attend training workshop on research, writing and publications

Activities

Attend training, insights and experience and knowledge of different research and works to enhance and enhance people organization

Participate in a journal publication regarding vegetable value chain and other topics related to the research conducted

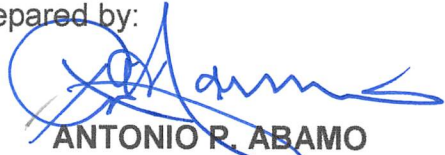
Attend training, insights and experience and knowledge of different research and works to enhance and enhance people organization

Attend training, knowledge and techniques and prepare an extension proposal for funding and implementation

Outcome:

- Acquired knowledge, learnings, experience and developed skills in different agribusiness and economic research framework and methodology.
- Improved the faculty's ability to perform agribusiness and economic research.
- Grasp learning, insights, and knowledge of different approaches of conducting extension projects, see things from a different perspective, especially on the developing new ideas for extension projects.
- Enhanced faculty's writing skills in developing extension proposals.
- Developed linkages and networks with experts in writing proposals and conducting extensions projects.

Prepared by:



ANTONIO P. ABAMO
Head, DBM