

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: Jaime A. Caballero

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	70%	4.22	2.95
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	30%	4.83	1.44
TOTAL NUMERICAL RATING	4.39		

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.39

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

VINCENT PAUL ASILOM
Name of Staff

Reviewed by:

MARLON G. BURLAS
Head HELVMU

Recommending Approval:

MARIO LILIO P. VALENZONA
Director GSD


Approved:

REMBERTO A. PATINDOL
VP For Admin. & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Jaime A. Caballero, of the HELMU/GSD commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2018


JAIME A. CABALLERO
ADM. AIDE III

Approved: 
MARLON S. BURLAS
Head, HELVMU

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 6. General Administration and Support Services									
HELMU MFO 1. Ground Improvement (New Construction, etc.)									
	PI 1: No. of ground filled up, scraped, cleared & improved	. Hauling, Scraping, Leveling	65	80	5	5	5	5.00	. Gym area, Labra's Cottage, Upper Oval area, DLABS area
HELMU MFO 2. Land preparation (Research Related)									
	P2 1: No. of land areas prepared based on job request	. Plowing; harrowing; furrowing;	3	4	5	4	5	4.66	.PRCRTC; DASS; PCC; NARC
	P2 2: No. of hauling/trips based on job request	.Hauling construction materials; office supplies	5	6	5	5	5	5.00	. Different department concern
	P2 3: No. of based on trip tickets	. Conduct & Fetch based on trip ticket	25	38	5	5	5	5.00	.Department concern

HELVMU MFO 3. Ground Maintenance									
	P3 1: No. of surroundings cleaned and maintained	. Cleaning of HELVMU surroundings	1	1	2	2	2	2.00	HELVMU surrounding
HELVMU MFO 4. Operation maintenance of vehicles									
	P4 1: No. of vehicles , equipment maintained	. Servicing and repack bearing, repair under chassis; adjust brake; change oil	1	2	4	3	4	3.66	Isuzu Elf 350; Rosa Bus 02
Total Over-all Rating								25.32	

Average Rating (Total Over-all rating divided by 4)		4.22
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

* basic Occupational Safety & Health Seminar
* heavy equipment training

Evaluated & Rated by:


MARLON G. BURLAS
Dept./Unit Head

Date: _____

Recommending Approval:


MARIO LILIO P. VALENZONA
Dean/Director

Date: _____

Approved


REMBERTO A. PATINDOL
Vice President

Date: _____

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

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December, 2018

Name of Staff: Jaime A. Caballero

Position: Adm. 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 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					58
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 : _____


MARLON G. BURLAS
 Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jaime A. Caballero
Performance Rating: July – December 2018

Aim: Awareness on Safety & Health

Proposed Interventions to Improve Performance:

Date: July 16, 2018 Target Date: September 30, 2018

First Step:

Orientation on safe and unsafe condition

Result:

Safe driving and awareness

Date: October 17, 2018 Target Date: December 31, 2018

Next Step:

Materials handling and storage

Outcome: Orderliness at respective vehicles

Final Step/Recommendation:

Awareness on safety and tidiness of vehicles

Prepared by:


MARLON G. BURLAS
Unit Head

Conforme:


JAIME A. CABALLERO
Name of Ratee Faculty/Staff