



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff:

Rosalito Pugay

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.84	70%	3.39
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.20	30%	1.26
TOTAL NUMERICAL RATING			4.65

TOTAL NUMERICAL RATING:

4.65

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

4.65

ADJECTIVAL RATING:

Outstanding

Prepared by:

Rosalito Pugay  
Name of Staff

Reviewed by:

SUZETTE B. LINA  
Department/Office Head

Recommending Approval:

VICTOR B. ASIO  
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS  
Vice President

**Vision:**

A globally competitive university for science, technology, and environmental conservation.

**Mission:**


Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **ROSALITO A. PUGOY**, of the **Department of Soil Science** 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 1, 2021 to June 30, 2021. (Accomplishment)

Approved:

  
**ROSALITO A. PUGOY**  
Ratee

  
**SUZETTE B. LINA**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Administrative Support Services (ASS)</b>	No of rice varieties planted & maintained	Undertake farm operation related to instruction, research, extension and production activities	6	8	5	5	5	5.00	
	No. of corn varieties planted & maintained		3	3	4	5	5	5.00	
	No. of perennial crops planted and maintained		4	6	4	5	5	4.67	
	No. of legumes crops planted & maintained		2	2	4	5	5	4.67	
	No. of production projects maintained		2	3	5	5	5	5.00	
	No. of annual crops planted & maintained		10	12	3	5	5	4.33	
	Quantity of rice seeds processed (kg)		400	600	5	5	5	5.00	
	Quantity of legume seeds processed (kg)								
	Quantity of corn seeds processed (kg)		25	40	5	5	5	5.00	


	No. of laboratory classes assisted		3	5	5	5	5	5.00	
	No of student research assisted		5	8	4	5	5	4.67	
	No. of other assigned tasks performed on time	Cleans/maintains laboratory rooms/wash glass wares at laboratory (SRTPAL)	2	3	5	5	4	5.00	
<b>Total Over-all Rating</b>								<b>53.34</b>	

Average Rating (Total Over-all rating divided by 4)		4.84
Additional Points:		
Punctuality	XX	
Approved Additional points (with copy of approval)	XX	
FINAL RATING		
ADJECTIVAL RATING		Outstanding


#### Comments & Recommendations for Development Purpose:

Mr. Rosalito Pugoy duties and responsibilities *are* very satisfactorily. Has improved his performance since last year. He needs to get involved in the planning of field activities and coordinate closely with his immediate supervisor perform his (Field Services Coordinator).


Evaluated and Rated by:

  
**SUZETTE B. LINA**  
 HEAD, DSS  
 Date: \_\_\_\_\_

Recommending Approval :

  
**VICTOR B. ASIO**  
 DEAN, CAFS  
 Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
 VICE PRES. FOR INSTRUCTION  
 Date: 8/4/21





## Instrument for Performance Effectiveness of Administrative Staff

Annex P

Rating Period: January - June 2021

Name of Staff: Rosalito Pungay Position: Farm Worker II

**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

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Total Score		50				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		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 : continue the good working habit like getting involved in farm planning & operations.

  
**SUZETTE B. LINA**  
 Printed Name and Signature Head of Office



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSALITO A. PUGOY

Performance Rating: Outstanding

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January 2021 Target Date: June 2021

First Step:

To attend trainings and seminars to improved skills as administrative field staff

Result:

Date: July 2021 Target Date: December 2021

Next Step:


Attend more trainings and seminars related to administrative field staff (TESDA trainings/seminars).

Outcome: Scout for trainings and seminars outside the university related to administrative field function.

Final Step/Recommendation:

If there are trainings and seminars related to the function, a letter requesting administration's approval and possible funding will be prepared.

Prepared by:

  
SUZETTE B. LINA  
Unit Head

Conforme:

  
ROSALITO A. PUGOY  
DSS Staff