



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

**Annex P**

Name of Administrative Staff: ARLYN A. GUINIPAAN

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	70%	3.43
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.88	30%	1.46
TOTAL NUMERICAL RATING			4.89

TOTAL NUMERICAL RATING: 4.89

Add: Additional Approved Points, if any:           

TOTAL NUMERICAL RATING: 4.89

FINAL NUMERICAL RATING           

ADJECTIVAL RATING: OUTSTANDING

Prepared by:  
ARLYN A. GUINIPAAN  
Name of Staff

Reviewed by:  
CLIMACO D. ESPINA, JR.  
Department/Office Head

Recommending Approval:

CANDELARIO L. CALIBO  
Dean/Director

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.





Visayas State University  
College of Arts and Sciences  
**DEPARTMENT OF MATHEMATICS AND PHYSICS**  
Visca, Baybay City, Leyte



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

I, Arlyn A. Guinipaan, of the Department of Mathematics and Physics, College of Arts and Sciences commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 1, 2019 to June 30, 2019

**ARLYN A. GUINIPAAN**  
Administrative Aide VI

Date: \_\_\_\_\_

**CLIMACO D. ESPINA JR.**  
Department Head

Date: \_\_\_\_\_

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

Description of MFO's/PAPs	Success Indicators	Program/ Activities/ Projects	Tasks Assigned	Actual		Rating				Remarks
				Target	Accomplishment	Quality	Efficiency	Timeline	Average	
MFO6. Support to Operations										
	PI.1 Percentage of forms prepared/facilitated and encoded	Instruction Services								
	<i>Projected/Tentative Workload</i>	Instruction Services	Prepares and assigned tentative workload of all DMP faculty	90%	100%	5	5	5	5.00	Every Semester
	<i>Actual teaching load</i>	Instruction Services	Prepares/encodes and submitted actual teaching load of DMP faculty to Registrar's Office	90%	100%	5	5	5	5.00	Every Semester
	<i>Individual Faculty Workload</i>	Instruction Services	Prepares/encodes and submitted individual faculty workload of DMP faculty to Registrar's Office	90%	100%	5	5	5	5.00	Every Semester
	PI.2 Percentage of Instructional Materials prepare and facilitated	Instruction Services	Prepares facilitates laboratory exercises	90%	100%	5	5	5	5.00	Every Semester
	PI.3 Percentage of government forms prepared and encoded and submitted	Administrative Services	PPMP, DTR, Annual Reports, Travels, Payroll JOs, and other Standard Government forms	90%	100%	5	5	5	5.00	Submit on time



	PI 4. Percentage of communications prepared and encoded	Administrative services	Letter of requests, certifications, justifications	90%	100%	5	5	5	5.00	
	PI 5. Percentage of documents attended and served	Administrative services	Facilitates student evaluation and submits to OVPI	90%	100%	5	5	5	5.00	Evaluation facilitator (every semester)
	PI 6. Number of contracts/payrolls facilitated/prepared /monitored	Administrative services	Prepares/monitor part timers/Jos contracts and payrolls	6	12	5	5	4	4.67	Every 15th and 30th month
	PI 7. Number of faculty/ staff monitored re leave of absence	Administrative services	Monitor/prepares leave of faculty/staff	5	10	5	5	4	4.67	
	PI 8. Number of purchases ( equipment, supplies and materials )of the dept facilitated and prepared and monitored	Administrative services	Facilitates/Prepares list of supplies /equipment purchased	6	12	5	5	5	5.00	
	PI 9. Percentage of Report Student Completion Grades recorded.	Administrative services	Records of students completion grades in the grade sheets	90%	100%	5	5	5	5.00	Every month
	PI 10. Number of DMP documents consolidated/files:	Administrative services	Consolidate of DMP documents/files	200 documents	500 documents	5	5	4	4.67	Vouchers, Faculty Workload, Actual Teaching Load Assignments, Liquidation Reports, Purchased Request, Annual Procurement Plan, Staff Development Plan, Itinerary travel, CSRs, Appointment for Jos, JO, Payrolls, Permits
	PI.11 Number of documents mimeographing/xerox laboratory exercises and exams	Administrative services	Consolidate exercises/exams	100 documents	200 documents	5	5	5	5.00	
	PI.12 Number of Incoming memo's, letters recorded	Administrative services	Recording of incoming memo's, letters	200 documents	300 documents	5	5	5	5.00	Memo's from OP, OVPI, OVPRG, OVPAF, OVPRE other documents from diff. offices
	PI.13 Number of department meetings & university activities	General services	Attended and served snacks during dept meetings & univ activities	6	12	5	5	5	5.00	Attended department activities
	PI 14. Percentage of students assisted	Student services	Receives/Releases student grades	90%	100%	5	5	4	4.67	
			facilitates submission of student's grades & INC	90%	100%	5	5	4	4.67	
			inquiry regarding class schedules/instructors	90%	100%	5	5	4	4.67	



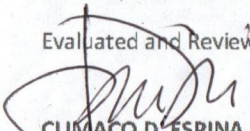
	PI.17. Additional Outputs									
<b>MFO 7. General Administration and Support Services (GASS)</b>										
<b>MFO2. Efficient and customer friendly frontline service</b>										
	PI.1 Number of efficient and customer friendly services rendered	General services	Entertain students/ visitors/ clients with zero percent complaint served	0% complaint	no complaint	5	5	5	5.00	Entertained students, visitors, clients coming to office
Total Over-all Rating									93.00	
Average Rating									<b>4.89</b>	
Adjectival Rating									O	

Average Rating (Total Over-all rating divided by 4)		4.89
Additional Points:		
Punctuality		
Approved		
Additional points (with copy of approval)		
FINAL RATING		4.89
ADJECTIVAL		

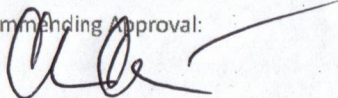
Comments & Recommendations for Development Purpose:

KEEP IT UP!

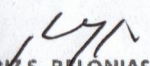
Evaluated and Review:

  
**CLIMACO D. ESPINA, JR.**  
 Dept. Head/Unit Head  
 Date: \_\_\_\_\_

Recommending Approval:

  
**CANDELARIO L. CALIBO**  
 Dean, CAS  
 Date: \_\_\_\_\_

Approved:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Instruction  
 Date: \_\_\_\_\_

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



# Annex O

## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan, 1, 2019 – June 30, 2019

Name of Staff: Arlyn A. Guinipaan Position: Administrative 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.**

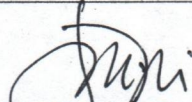
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job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



CLIMACO D. ESPINA JR.

Name of Head



“Exhibit I”

PERFORMANCE MONITORING FORM

Name of Employee: **MS. ARLYN A. GUINIPAA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/Recommendation
1.	Prepares/assigns faculty workload	Actual Teaching Load, individual Faculty workload assigned by the faculty	Jan. 2019	June 2019	June 2019	Impressive	Outstanding	
2.	Prepares ISO documents	ISO documents	Jan. 2019	June 2019	June 2019	Impressive	Very satisfactory	
3.	Prepares/Encode government forms and submitted	PMMP, DTR, Annual Reports, Travels, Payroll Standard Government forms submitted	Jan. 2019	June 2019	June 2019	Impressive	Outstanding	
4.	Prepares/encode purchased in the department	Submitted to budget	Jan. 2019	June 2019	June 2019	Impressive	Outstanding	
5.	Participate in all activities conducted by the department, college and the university	Attendance, certificates if applicable	Jan. 2019	June 2019	June 2019	Impressive	Outstanding	Participates actively in all activities

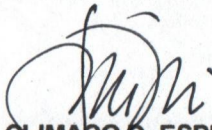


6.	Perform other functions assign by the head	Reports	Jan. 2019	June 2019	June 2019	Impressive	Outstanding	Perform duties assigned to her
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\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**CLIMACO D. ESPINA, JR.**  
 Unit Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARLYN A. GUINIPAAN

Performance Rating: **Outstanding**

Aim: *To improve office operations.*

Proposed Interventions to Improve Performance

Date: \_\_\_\_\_

Target Date: One Year from Date of Intervention

First Step:

1. To computerized filing of faculty and staff CVs/PDS.
2. To attend a training on data management system.

Result:

1. Attended training on data management system
2. Systematic computerized filing and retrieval of documents achieved

Date: \_\_\_\_\_

Target Date: Jan-June 2019

Next Step

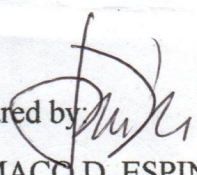
1. Application of data base management system

Outcome:

1. Efficient office operations

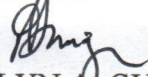
Final Step/Recommendation:

\_\_\_\_\_

Prepared by: 

CLIMACO D. ESPINA JR.  
Unit Head

Conforme:

  
ARLYN A. GUINIPAAN  
Ratee