

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF
(VSU UNIVERSITY LIBRARY)**

Name of Administrative Staff: JOSE F. SAULAN

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.56		3.19
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.8		1.44
TOTAL NUMERICAL RATING			4.63

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

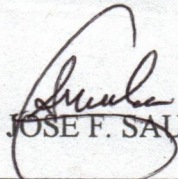
TOTAL NUMERICAL RATING:

4.63

ADJECTIVAL RATING:

" O "

Prepared by:


JOSE F. SAULAN

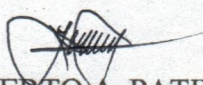
Name of Staff

Reviewed by:

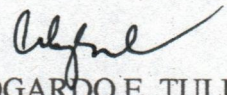

ANDRELI D. PARDALES

Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
VSU-President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JOSE F. SAULAN** of the **UNIVERSITY LIBRARY** 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 TO JUNE 2016**.

JOSE F. SAULAN
Ratee

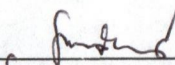
Approved:

ANDRELI D. PARDALES
Head of Unit

MFO NO.	MFOs/PAPs	Success Indicators	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
UMFO 5 SUPPORT TO OPERATIONS (STO)										
LIBMFO 5	Library Services									
		PI1 Percentage increase in the number of students, faculty, staff, and researchers availing the Library Services & Resources								
		Number of hours spent in shelf-reading and shelving of books at assigned shelves	Technical work	30mins. Per day	30mins. Per day	4.5	4.5	4.5	4.5	
		Number of shelves assigned spent in conducting inventory	Technical work	2shelves	3 shelves	4.5	4.5	4.5	4.5	
		PI 2 Percentage increase in the number of students, faculty, staff & researchers availing of the Library facilities , services & resources								
		Number of hours spent guarding the control (entrance/exit) Unit	Reader' Services	800	1005	4.5	4.5	4.5	4.5	
UMFO 6- GENERAL ADMINISTRATIVE SUPPORT SERVICES										
LIBMFO 1	Administrative and Facilitative Services	PI5 Number of frontline academic services monitored and ensured to be costumer friendly & efficient and citizens charter posted conspicuously								
		Number of DTRs countercheck against logbook	Frontline Service	120	126	4.5	4.5	4.5	4.5	

LIBMFO 2	Efficient and Customer-friendly Assistance	PI1 Efficient and customer-friendly frontline services	Frontline Service	0 complaint	All complaints properly addressed	5.0	5.0	4.5	4.83	
Total Overall Rating										
FINAL RATING										
ADJECTIVAL RATING										

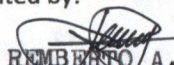
Received by:


Planning Office

Date: _____


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

Calibrated by:


DR. REMBERTO A. PATINDOL
PMT

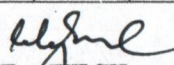
Date: _____

Recommending Approval:


DR. REMBERTO A. PATINDOL
Vice President

Date: _____

Approved by:


DR. EDGARDO E. TULIN
President *ETA*

24/9/15 4.56

Date: _____

4.5

4.5

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan.-June 2016

Name of Staff: JOSE F. SAULAN

Position: Administrative Asst.-I

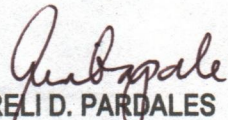
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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
2.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
3.	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
4.	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
5.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
6.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
7	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
8	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
9.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
10	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		42/10				
Average Score		4.2				

Overall recommendation : _____

for: 
ANDRELI D. PARDALES
Name of Head 7-7-16