

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: ARMANDO M. PABON

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
7. Numerical Rating per IPCR	4.725	70%	3.31
8. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	30%	1.40
TOTAL NUMERICAL RATING			4.71

TOTAL NUMERICAL RATING: 4.71
Add: Additional Approved Points, if any: _____
TOTAL NUMERICAL RATING: 4.71

FINAL NUMERICAL RATING _____

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


ARMANDO M. PABON
Name of Staff

Reviewed by:


JESUSITO L. LIM
Department/Office Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

ADMINISTRATIVE STATE
CONTRIBUTION OF ETHAL UNIVERSITY RATING FOR

ARVAND M. KANDI

Name of Administrative Staff

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Individual Numerical Rating (4) = (2) x (3)
7. Numerical Rating for HOD	4.75	20%	9.5
8. Supervisor Head's assessment of his contribution towards attainment of office accomplishments	4.0	30%	12.0
TOTAL NUMERICAL RATING			21.5

4.75

TOTAL NUMERICAL RATING

Add. Additional Approved Points if any

4.75

TOTAL NUMERICAL RATING

Final Numerical Rating

OUTSTANDING

ADDITIONAL RATING

Reviewed by

Prepared by

ARVAND M. KANDI

ARVAND M. KANDI

Recommendation / Approval

ARVAND M. KANDI
Dean

Approved

ARVAND M. KANDI
Vice President


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

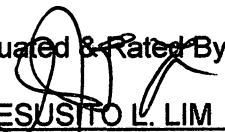
I, ARMANDO M. PABON, of the Department of Pest Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2018 to December 2018 

ARMANDO M. PABON
Ratee


Approved: **JESUSITO L. LIM**
Head Unit

[illegible]


Average Rating (Total Over-all rating divided by 4)		4.725	
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING		4.725	
ADJECTIVAL RATING		OUTSTANDING	

Evaluated & Rated By:

JESUSITO L. LIM
 Head, DPM

Date: _____

Recommending Approval:

VICTOR B. ASIO
 Dean, CAFS

Date: _____

Approved by:

BEATRIZ S. BELONIAS
 VP-Instruction

Date: _____

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

Instrument for Performance Effectiveness of Administrative Staff
Rating Period July – December 2018
(Accomplishments)

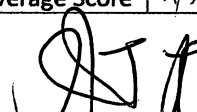
Name of Staff: ARMANDO M. PABON.

Position: Adm. Aide III (Utilityman)

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 Title	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.	Maximize 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 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		56/12
Average Score		4.67

Overall recommendation: _____


JESUSITO L. LIM
Name of Head

History of the Development of the American People

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Armando M. Pabon

Performance Rating: Outstanding

Aim: _____

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:

Result:

Date: _____ Target Date: _____


Next Step:

Outcome: _____

Final Step/Recommendation:

None; outstanding performance

Prepared by:


JESUSITO L. LIM
Unit Head

Conforme:


ARMANDO M. PABON
Name of Ratee Faculty/Staff

STATEMENT OF THE DEVELOPMENT PLAN

1

Name of Employee: Annex 41
Performance Rating: Outstanding

Aim:

Proposed action plan to improve performance:

Target Date:

Final Step:

Result:

Target Date:

Final Step:

Outcome:

Final Recommendation:

Proposed by:

WILLIAM
JIM HILL

Conformer:

ANNEX 41
Name of Ratee Faculty Staff