



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Anelito C. Pernito**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.23	70%	2.96
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
TOTAL NUMERICAL RATING			4.41

TOTAL NUMERICAL RATING: 4.41
Add: Additional Approved Points, if any: _____
TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.41

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

ANELITO C. PERNITO
Admin. Aide III

Reviewed by:

MARIA HAZEL I. BELLEZAS
Head, DoEcon

Recommending Approval:

MOISES NEIL V. SERINO
Dean, CME

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs



Visayas State University
College of Management and Economics
DEPARTMENT OF ECONOMICS
Visca, Baybay City, le



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ANELITO C. PERNITO**, of the Department of Economics 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-Dec. 2022.

ANELITO C. PERNITO

Ratee

Approved:

MARIA HAZEL I. BELLEZAS

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accom-	Rating				Remarks
					Q1	E2	T3	A4	
ADMINISTRATIVE SUPPORT SERVICES	No. of documents forwarded/retrieved for processing and follow-up	Messengerial work	110	230	4	4	4	4.00	
	Number of times building/windows opened & closed	Opened and closed the office	Every working days	everyday	4	4	4	4.00	
	No. of hours faculty offices, CRs, conference room, hallways and surroundings cleaned	Maintains the cleanliness	100	400	5	5	5	5.00	
	Area of lawn maintained (sq.m. approx.)	Maintenance of surroundings	200	200	4	4	4	4.00	
	No. of documents photocopied/mimeographed	Photocopying/mimeographing/ printing services	110	200	5	5	5	5.00	
	Number of ornamental plants/propagated	Planted and propagated	80	80	4	4	4	4.00	
	Other Ouputs implementing the new normal due to covid 19	Disinfect offices & CRs	Every day	daily	4	4	4	4.00	
Total Overall Rating								30.00	
Average Rating								4.29	
Adjectival Rating								VS	

Comments & Recommendations for Development Purpose:

Attend seminar/training related to empowerment

Evaluated & Rated by:

MARIA HAZEL I. BELLEZAS

Department Head

Date: _____

Recommending Approval

MOISES NEIL V. SERIÑO

College Dean

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: _____



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2022

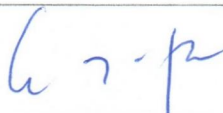
Name of Staff: Anelito C. Pernito Position: Administrative Aide III

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					
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	58				
Average Score	4.83				
Overall recommendation: :					


MARIA HAZEL I. BELLEZAS
 Head, DOE

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : ANELITO C. PERNITO
Performance Rating : Very Satisfactory

Aim: To improve percentage of documents processed performance on faculty requests and maintenance of the DOE surroundings.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2022

Target Date: December 2022

First Step:

Monitor Mr. Pernito's performance on processing of documents, faculty requests and maintenance of the surroundings.

Result:

Requested documents were facilitated and prepared on time, DOE cleanliness were maintained.

Date: July 2022

Target Date: December 2022

Next Step:

One-on-one meeting with Mr. Pernito.

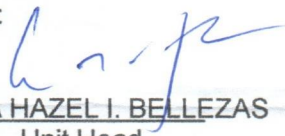
Outcome:

His performance specific to document facilitation and preparation and in cleanliness maintenance in DOE surroundings has improved.

Final Step/Recommendation:

Required Mr. Pernito to closely monitor processing of documents for smooth operation of office transactions.

Prepared by:


MARIA HAZEL I. BELLEZAS
Unit Head

Conforme:


ANELITO C. PERNITO
Ratee