

Annex P

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

Name of Administrative Staff: **NILO L. LEORNA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.767	x 70%	3.337
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.0	x 30%	1.5
<b>TOTAL NUMERICAL RATING</b>			<b>4.837</b>

TOTAL NUMERICAL RATING:

4.837

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

4.837

ADJECTIVAL RATING:

Outstanding

Prepared by:

**NILO L. LEORNA**  
Name of Staff

Reviewed by:

**ARTHUR II. TAMBONG, FPSAE**  
Department/Office Head

Recommending Approval:

**REMBERTO A. PATINDOL, Ph.D.**  
Chairman, PMT

Approved:

**EDGARDO E. TULIN, Ph.D.**  
President





Visayas State University  
College of Engineering  
**DEPARTMENT OF AGRICULTURAL ENGINEERING**  
Visca, Baybay City, Leyte



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

I, NILO L. LEORNA, Staff of the Department of Agricultural Engineering, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June, 2016.

**NILO L. LEORNA**

Engineer II

Date: 12 February 2016

**ARTHUR IT. TAMBONG**

Department Head

Date: 12 February 2016

**Rating Equivalents:**

5 - Outstanding

4 - Very Satisfactory

3 - Satisfactory

2 - Fair

1 - Poor

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishment (Jan-June 2016)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 2	Higher Education Services	PI 1. Number of FTE coordinated and implemented	Teaching	Teaches two (2) subjects per year equivalent to 6 FTE	6.00	25.20	5	5	5	5.0	
		PI 10. Number of academe/industry linkage established	Coordinating	Establishes at least one (1) linkage with academe / industry	1	1	5	5	5	5.0	TESDA Region 8

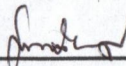


MFO 3	Research Services	PI 4. Number of research proposals submitted	Study Leader	Assist in the production of research proposal	1	0	4	4	4	4.0	
MFO 6	General Admin. & Support Services (GASS)	PI 1. Number of departments and/or service units supervised and monitored	Supervising/ Monitoring	TESDA Acting Coordinator	1	1	5	5	5	5.0	TESDA
		PI 10. Efficient and customer-friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	Zero complaint from clients	Zero complaint from clients	5	5	5	5.0	100% no complaint; served clients with courtesy; immediate response to client needs and inquiries
		PI 9. Additional Outputs									
		Amount of money generated from TVET programs (TESDA scholars)	Program Coordinator	Training on SMAW NC I: TESDA livelihood program	100,000	104,000	5	5	5	5.0	
		Installation of Electrical Wiring Lighting Fixtures (POTC/CoE Workshop Building)	Supervising	Repair/install electrical wiring as per job request	1	1	5	5	5	5.0	1 unit
		Troubleshooting and Repair Electrical Devices & Equipment (NCRC/Workshop Building)	Supervising	Repair/install electrical wiring as per job request	1	1	5	5	5	5.0	1 unit
		<b>Best practices/new initiatives:</b>									
		Number of TVET Programs coordinated	Program Coordinator	Conduct Technical Vocational Education and Training (TVET)	5	2	5	4	5	4.7	2 Regular TVET Program - SMAW NC II and EIM NC II

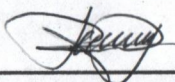


		Number of new TVET Programs Registered to TESDA	Program Coordinator	Registration of TVET program to TESDA Leyte Provincial Office	1	0	4	4	4	4.0	Registration of TVET program to TESDA Leyte Provincial Office
Number of Performance Indicators Filled-up							10				
Total Over-all Rating							47.667				
Average Rating							4.767				
Adjectival Rating							Outstanding				

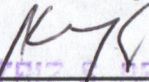
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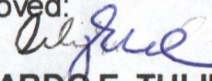
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 Chairman, PMT  
 Date: \_\_\_\_\_

Recommending Approval:

  
 BEATRICE B. DELONIA, PhD  
 Vice Pres. for Instruction  
 Date: \_\_\_\_\_

Approved:

  
 EDGARDO E. TULIN, Ph.D.  
 President  
 Date: \_\_\_\_\_



## Annex O

## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan-June 2016  
 Name of Staff: Nilo L. Leorna Position: Engineer 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
Total Score					
<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

Excellent!

**ARTHUR II. TAMBONG, FPA**  
Name of Head