

COMPUTATION OF FINAL INDIVIDUAL RATING  
ADMINISTRATIVE STAFF

Name of Administrative Staff: MARIO E. BALIAD

Particulars (1)		Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1	Numerical Rating per IPCR	4.62	70%	3.234
2	Supervisor/Head's Assessment of his contribution towards attainment of office accomplishment	4.71	30%	1.4115
TOTAL NUMERICAL RATING				4.6455

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING:

ADJECTIVAL RATING:


4.6455

4.6455


4.6455

0

Prepared by:

  
**MARIO C. BANTUGAN**  
Adm. Aide III


Reviewed by:

  
**REMBERTO A. PATINDOL**  
Vice Pres. for Adm. & Finance

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

Approved:

  
**EDGARDO E. TULIN**  
President

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIO E. BALIAD**, of the GENERAL SERVICES DIVISION, commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **JANUARY TO JUNE 2018**

**MARIO E. BALIAD**

Ratee

Approved:

**MARIO LILIO VALENZONA**

Director, GSD

MFO & Performance Indicators	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>LSWMU MFO1-</b> No. of Landscape on new Buildings and infrastructures as per schedule	<b>PI-1:</b> No. of completed Landscape	Listing of activities and schedule of work	2 Landscapes enhanced and improved	3 Landscapes enhance and improved	5	5	4	4.67	
		Daily supervision of section personnel	2 new Buildings Landscape	2 newly renovated Buildings Landscape	5	5	4	4.67	
<b>LSWMU-FMO2:</b> No. of Landscapes maintained as per schedule	<b>PI-2:</b> No. of Landscape areas maintained	Make report of accomplishment	4 landscape areas maintained	5 landscape areas maintained	5	5	4	4.67	
<b>LSWMU- FMO3:</b> No. of Grounds maintained as per schedule	<b>PI-3:</b> No. of ground areas maintained	Preparation of Purchase Request & Monitoring on the projects implemented	4 ground areas	5 ground areas maintained	5	4	4	4.33	
<b>LSWMU-FMO4:</b> Volume of Waste Collected disposed and managed as per schedule	<b>PI-4:</b> No. of Volume of waste collected, disposed and managed	Preparation of materials and cost estimates	250 cu.m. of waste	300 cu.m. of wastes collected and disposed.	5	5	4	4.667	
<b>LSWMU-FMO5:</b> of Trees to Cut and Trimmed	<b>PI-5:</b> No. of Trees cut/trimmed	Preparation of report	50 trees (small, Med, Big) Cut/trimmed	75 trees and ornamental plants pruned	5	5	4	4.667	

LSWMU-FMO6: Attendance of meetings and conferences	PI-6: No. of Meetings and conferences attended	Attending to all meetings and conferences	20	25	5	5	4	4.667	
Total Over-all Rating								32.33	
Average Rating (Total Over-all rating divided by 4)				4.62	Comments & Recommendations for Development Purpose:  Attend trainings / seminars to update latest technology				
Additional Points:									
Punctuality:									
Approved Additional point (with copy of approval)									
FINAL RATING				4.62					
ADJECTIVAL RATING				0					

Evaluated & Rated by: ca

Recommending Approval:

Approved by:

MARIO LILIO VALENZONA  
SUPERVISOR  
Date: \_\_\_\_\_

MARIO LILIO VALENZONA  
DIRECTOR, GSO  
DATE \_\_\_\_\_

REMBERTO A. PATINDOL  
VICE PRES. FOR ADM.  
Date: \_\_\_\_\_

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

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY TO JUNE 2018

Name of Staff: MARIO E. BALIAD

Position: Head, LWSSMU

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		56				
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		24				
Average Score		4.705				

Overall recommendation : \_\_\_\_\_

MARIO LILIO P. VALENZONA  
Director, GSD

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mario E. Baliad  
Performance Rating: Outstanding

Aim: \_\_\_\_\_

Proposed Interventions to Improve Performance:

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

First Step:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Result: Attend trainings/seminars to update latest technology.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

Next Step:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Outcome: \_\_\_\_\_

Final Step/Recommendation:

\_\_\_\_\_

Prepared by:

*810*  
*12/06/18*  
MARIO LINO VALENZONA  
Supervisor

Conform:

*ll*  
MARIO E. BALIAD  
Name of Ratee Faculty/Staff