

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: NOLITO L. RABANOS

| Program Involvement<br>(1)   | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|--|---|---|--|
| 1. Numerical Rating per IPCR   | 70%   | 4.08                                      | 2.85                                       |
| 2. Supervisor/Head's assessment of<br>his contribution towards attainment<br>of office accomplishments | 30%   | 4.66                                      | 1.39                                       |
| TOTAL NUMERICAL RATING   | 4.24  |   |  |

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.24

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

VINCENT PAUL ASILOM  
Name of Staff


MARLON G. BURLAS  
Head HEL VMU

Recommending Approval:

MARIO LILIO P. VALENZONA  
Director, GSD

Approved:

REMBERTO A. PATINDOL  
VP For Admin. & Finance

  
NOLITO L. RABANOS  
ADM. AIDE IV

Approved:   
MARLONG G. BURLAS  
Head, HELVMU

[illegible]

|   |  |                   |
|---|--|-------------------|
| Average Rating (Total Over-all rating divided by 4) |  | 4.08              |
| Additional Points:                                  |  |                   |
| Approved Additional points (with copy of approval)  |  |                   |
| FINAL RATING  |  |                   |
| ADJECTIVAL RATING                                   |  | Very Satisfactory |

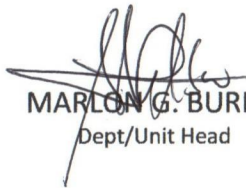
**Comments & Recommendations  
for Development Purpose:**

Public Occupational  
Safety & Health  
Training

Evaluated & Rated by:

Recommending Approval:

Approved by:

  
MARLON G. BURLAS  
Dept/Unit Head

  
MARIO LILIO P. VALENZONA  
Dean/Director

  
REMBERTO A. PATINDOL  
Vice President

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

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

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

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - December, 2019

Name of Staff: NOLITO L. RABANOS

Position: Adm. Aide IV


**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 ( <i>For supervisors only to be rated by higher supervisor</i> )  |   | 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 : \_\_\_\_\_

  
**MARLON G. BURLAS**  
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NOLITO L. RABANOS  
Performance Rating: July – December 2019

Aim: Awareness on Safety & Health at Workplace

Proposed Interventions to Improve Performance:

Date: July 17, 2019                      Target Date: September 30, 2019

First Step:  
Orientation on safe and unsafe condition

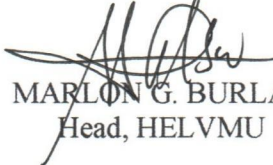
Result:  
Application at workplace

Date: October 16, 2019                      Target Date: December 27, 2019

Next Step:  
Materials handling and storage

Outcome: Orderliness at respective vehicles

Final Step/Recommendation:  
Awareness on safety and tidiness of vehicles

Prepared by:  
  
MARLON G. BURLAS  
Head, HELVMU

Conforme:   
NOLITO L. RABANOS  
Name of Ratee Faculty/Staff