SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARK C. RATILLA

July-December 2019

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)			Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.93	50%	2.47	
b. Students (50%)		4.33	50%	2.17	
Total for Instruction	80%			4.63	3.71
2. Research					
a. Client/Dir. For Research (50%)					
b, Dept. Head/Center Director (50%)					
3. Extension					
a. Client/Dir for Extension (50%)					
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			5.00	0.50
4. Administration	10%			4.92	0.49
5. Production					
TOTAL	100%				4.70

				I RATING.

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

MARK C. RATILLA

Name of Faculty

Reviewed by:

ANALITA A. S ALABAO Head, DBM

0.00

0.00

Outstanding

Recommending Approval

ANALITA A.S ALABAO

Dean Director

Approved:

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MARK C. RATILLA, Instructor of the Department of Business and 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 2019 - Dec. 2019

MARK C. RATILLA

Ratee

Approved:

ANALITA A. SALABAC

Head, DBM

		Tasked		Percentage of			F		Remarks	
MFOs/PAPs	Success Indicators	Assigned	Target	Actual Accomplis h	Actual Accomplishment	Q1	E2	Т3	A4	
Advanced Education Services	Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored	Teaching	1.00	200%	2.00	5	5	5	5.00	
	PI3: Percentage increase in number of graduate students enrolled	30							504	
	PI4: Percentage increase in the number of students who graduated within prescribed period		=							
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	161%	32.25	5	5	4	4.67	
,	Vacation/Sick Leave									
	Number of Graduates:	3)	-							
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
••••••	Revised IM's within the last 3 years								•	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser								
	Approved thesis outline									
	Approved thesis manuscript									

	Student Advising and Consult Services:								
	Number of student org advised	Adviser	1	100%	1	5	5	5	5.00
	Student-related activities assisted	Adviser	4	125%	5	5	5	5	5.00
	Student advised as academic adviser	Adviser	20	125%	25	5	4	5	4.67
	Academe/Industry Linkage established:								
	International					T			
	National								
	Local/Regional								
	Awards/Honors received by students/faculty:								
	Awards received by students								
	Number of awards received by faculty								
	Number of Professorial Chair awardee								
	Number of Scholarships availed					1			
Advanced education services					top and affect any and till the flow and a second the ground				
	Number of Graduates within prescribed period:								
	Masters				aggregatige event affeit directions at Life enderthease				
	Diploma								
	IMs Developed/Revised and Utilized								
	Revised IM's within the last 3 years								
	Number of Student Research Advising								
	Approved special problem manuscript	5	, t	14		200			1
	Approved research outline		1						
	Student Advising and Consult Services:				***************************************				
necessaries de la front de la formación de la filipación de la formación de la companya de la companya que est	Number of student organizations advised								
	Number of student-related activities assisted								
Research Services	Number of Outputs Published in CHED accredited		-			-			
Research Services	journals/internationally indexed journals:								
	In Ref Interntl Journals								
	In Ref Natl Journals								
	In Institutional Journals								
	International								

	Number of papers published in other						_		
	peer-reviewed publications								
	(proceedings, monographs, etc.) Number of Outputs Presented in								
	Number of Outputs Presented in								
	Regional/National/International Fora /Conferences:						_		
	In International								
	In National								
	In Regional								
	In Local								
	Percentage of Research Projects Conducted								
	and Completed on Schedule								
	Number of scientific fora coordinated/facilitated								
	Number of linkages forged:								
	International								
	National								
	Regional								
Extn Services	Number of person-days trained	Trainor							
	Number of trainings conducted	RP	1	100%	1	5	5	5	5.00
	Number of beneficiaries served:								
	Groups/ Institutions	RP			PRODUCTION OF THE PRODUCTION O				
	Individuals	RP			NAMES OF THE PARTY				
	Awards recv (inter, natl, local):				***************************************				
	Individual		1		7	ě			ì
	Unit (Center, College, Department)								
	Technical/ Expert services								
	Consultancy	Consultant			***************************************	1			
	Commodity teams								
	RDE reviewer/ panelist					_			
	Resource person	Resource person		***************************************		1			
Seminars/symposium/						_			
conference attended	International				A-0-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-				
	National								
	Local/Regional	Participant			4	5	5	5	5.00

Admin Support										
Services	Number of department meetings attended		4	125%	5	5	5	5	5.00	
	Membership in University committees	Member	1	100%	1	5	4	5	4.67	
	Membership in College committees	Member	1	100%	1	5	5	5	5.00	
	Membership in the Department committees	Member	3	133%	4	5	5	5	5.00	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report				desire de la constantité desire de la constantité de la constantit					
	Procurement Plan									
	Staff Development Plan									
	Number of FacultyMentored				and secure to examinate professional and the party of					
	Number of department activities supervised									
	Number of faculty members for study leave									
otal Over-all Rating						-				
					1				54.33	
Average Rating (Total overall rating divided by 4) 4.94 Comments & Re						Recomm	enda	tions	3	
				for Development Durances						

Total over all flating				1							
							54.33				
Average Rating (Total overall rating divided by 4)		4.94	Comments & R	ecomn	nenda	tions					
Additional Points:			for Development Purpose:								
Approved Additional points (with copy of approval)			Very active res	earche	r!						
FINAL RATING		4.94	Must prepare f	for get	ting a	Ph.D.					
ADJECTIVIAL RATING											
Evaluated & Rated by:	Recommending A	Recommending Approval:					Approved by:				
halor	Malo	l/	/ly					/			
ANALITA A. SALABAO	ANAL TA A.SA			BEATRIE S. BELONIA							
Dept/Unit Head	Dean				Vice	Pres	sident				
V											
Date:	Date				Date	:		-			
1 - Quality 2 - Efficiency 3 - Timeliness 4- Average											

Number of department meetings attended		4	125%	5	5	5	5	5.00	
Membership in University committees	Member	1	100%	1	5	4	5	4.67	
Membership in College committees	Member	1	100%	1	5	5	5	5.00	
Membership in the Department committees	Member	3	133%	4	5	5	5	5.00	
Number of department meetings presided									
Number of execom meetings attended									
Number of UAC mtgs attended									
Membership in university committees									
Prompt submission of required documents									
Annual Report									
Procurement Plan									
Staff Development Plan									
Number of FacultyMentored									
Number of department activities supervised									
Number of faculty members for study leave									
	The second secon							54.33	
	Membership in University committees Membership in College committees Membership in the Department committees Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of FacultyMentored Number of department activities supervised	Membership in University committees Membership in College committees Member Membership in the Department committees Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of FacultyMentored Number of department activities supervised	Membership in University committees Member 1 Membership in College committees Member 1 Membership in the Department committees Member 3 Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of FacultyMentored Number of department activities supervised	Membership in University committees Member 1 100% Membership in College committees Member 1 100% Membership in the Department committees Member 3 133% Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of FacultyMentored Number of department activities supervised	Membership in University committees Member Membership in College committees Member Member	Membership in University committees Member 1 100% 1 5 Membership in College committees Member 1 100% 1 5 Membership in the Department committees Member 3 133% 4 5 Number of department meetings presided	Membership in University committees Member 1 100% 1 5 4 Membership in College committees Member 1 100% 1 5 5 Membership in the Department committees Member 3 133% 4 5 5 Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of department activities supervised	Membership in University committees Member 1 100% 1 5 4 5 Membership in College committees Member 1 100% 1 5 5 5 Membership in the Department committees Member 3 133% 4 5 5 5 Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of department activities supervised	Membership in University committees Member 1 100% 1 5 4 5 4.67 Membership in College committees Member 1 100% 1 5 5 5 5.00 Membership in the Department committees Member 3 133% 4 5 5 5 5.00 Number of department meetings presided Number of execom meetings attended Number of UAC mtgs attended Membership in university committees Prompt submission of required documents Annual Report Procurement Plan Staff Development Plan Number of FacultyMentored Number of faculty members for study leave

		54.33
Average Rating (Total overall rating divided by 4)	4.94	Comments & Recommendations
Additional Points:		for Development Purpose:
Approved Additional points (with copy of approval)		Very active researcher!
FINAL RATING	4.94	Must prepare for getting a Ph.D.
ADJECTIVIAL RATING		
Evaluated & Rated by: ANALUTA A. SALABAO Dept/Unit Head	ANAL TA A.SALABAO	Approved by: BEATRIE S. BELONIAS Vice President
Date:	Date	Date:
1 - Quality 2 - Efficiency 3 - Timeliness 4- Average		

PERFORMANCE MONITORING & COACHING JOURNAL

1st	Q
2 nd	A
3 rd	R
4th	E R

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: MARK C. RATILLA

Activity		MECHAN	IISM		
Monitoring	Mee	T	Memo	Others (Pls.	Remarks
0	One-on-One	Group	·vicino	specify)	
Monitoring	Checking with him on some on some publication and research concerns	Sharing information and advice on possible journals where articles for publication may be submitted		Communicating thru the chat group of the Office.	Very effective
Coaching	Partnership in publication writing			Request him as research coordinator of the Department	Although he is very busy but still efficient

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ANALITA A.SALABAO

Immediate Supervisor

Noted by:

ANALITA A SALABAO

bean, CME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Mark C. Ratilla

Performance Rating:

January-June 2019

Aim: To acquire further knowledge, skills and capabilities in cross-cultural marketing research

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

Date: January 2019

Target Date: ___ June 2019

First Step:

Attend international research conference related to cross-cultural marketing research

Result:

Attended and presented a paper on the "2018 Asian Conference on Cultural Studies" acquired new areas of research in the field of cross-cultural marketing.

Date:

Target Date:

Next Step:

Shared knowledge to students what have been learned the international conference attended.

Outcome:

Applied newly acquired knowledge through effectively advising students in crafting marketing research proposals.

Final Step/Recommendation:

To continue attending/presenting in international conferences related to marketing. And, publish research papers.

Prepared by:

ANALITA A. SALABAC

Unit Head

Conforme:

MARK C. RATILLA

Ratee