

OFFICE: THE HEAD OF PERFORMANCE MANAGEMENT & REWARDS AND RECOGNITION

Visca Baybay City, Leyte 6521-A, Philippines Phone/Fax: +63 053 563 7323 Email Address: prpeo@vsu.edu.ph Website: www.vsu.edu.ph

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: ARTURO B. ALBA, JR.

	Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1.	Numerical Rating per IPCR	4.75	70%	3.33
2.	Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
		4.81		

TOTAL NUMERICAL RATING:	4.81
Add: Additional Approved Points, if any: TOTAL NUMERICAL RATING:	
FINAL NUMERICAL RATING	4.81

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

ARTURO B. ALBA, JR.

Name of Staff

Approved:

REMBERTO A. PATINDOL

Vice President for Administration and Finance

No. 94

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>ARTURO B. ALBA, JR.</u> of the <u>Office of the Vice President for Administration & Finance (OVPAF)</u> commits to deliver and agree to the rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January-June, 2021</u>.

ARTURO B. ALBA, JR. Ratee

Approved:

REMBERTO A. PATINDOL Head of Unit

MEO O DAD	Designat/Antivity	Tooks Assigned	Acomplishments		Percent	Rating				Remarks
MFOs & PAPs	Project/Activity	Tasks Assigned	Target	Actual	Accomplishment	Q ¹	E ²	T ³	A ⁴	Remark
JMFO 5. General A	dministration and Supp	port Services								
PI 1: Efficient	A1. Receiving,	T1. Recording in the logbook of								
Office Management	processing, and	financial and administrative documents	400	511	127.8%	5	4	5	4.67	
	recording of financial	coming in of OVPAF								
	and administrative	T2. Recording in the logbook of								
	documents coming in	financial and administrative documents	500	479	95.8%	5	4	4	4.33	
	and out of OVPAF	going out from OVPAF								
		T3. Processing of routine administrative		,						
		and financial documents within	300	358	119.3%	5	5	5	5.00	
		Administration building	300	336	119.5%	5	3	5	5.00	
	A3. Documents Filing	T1. Sorting/consolidating of documents	130	233	179.2%	4	5	4	4.33	
			130	233	179.270	4	3	4		
		T2. Filing/binding of documents	10	19	190.0%	4	5	4	4.33	
	A4. Frontline Services	T1. Photocopying of various documents								
		such as, memorandum and other	210	432	205.7%	4	5	4	4.33	
		supporting documents				7				
		T2. Entertains queries to walk-in clients	zero	Zero	100.0%	5	5	5	5.00	
		and employees	complaint	complaint	100.076	3	3	3	3.00	
		T3. Serves snacks during meetings	100%	100%	100.0%	5	5	5	5.00	
			completed	completed	100.076	5	5	3	5.00	
		T4. Promptly attends to phone calls	zero	Zero	100.0%	5	5	5	5.00	
			complaint	complaint	100.070				0.00	
	A5. Office	T1. Cleaning offices of Budget Office,								
	Maintenance	Finance Office, and Cash Office	100%	100%	100.0%	5	5	5	5.00	
		including the sorroundings in the	completed	completed	100.070	0		0	0.00	
		Administration Building								
		T2. Watering of Plants	100%	100%	100.0%	5	5	5	5.00	
			completed	completed	100.070	5	5	3	5.00	
		T3. Opening & closing doors & windows	100%	100%						
		in office & Conference Room	completed	completed	100.0%	5	5	5	5.00	
			completed	completed						
otal Overall Rating	1								57.00	

Average Rating (Total Over-all rating devided by # o	of entries) 4.75	Comments & Recommendations for Development Purpose:
Additional Points:		Attended to the state of the st
Punctuality		Attend relevant webinass
Approved Additional points (with copy of appro	val)	
FINAL RATING	4.75	
ADJECTIVAL RATING	OUTSTANDING	
Rated & Evaluated by: REMBERTO A. PATINDOL Vice President for Admin. & Finance	Recommending Approval: REMBERTO A. PATINDOL Chairman, PMT	Approved by: EDGARDO E. TULIN President
Date:	Date:	Date:



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Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2021 Name of Staff: **ARTURO B. ALBA, JR.**

Position: ADMINISTRATIVE AIDE I

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)		5	Scale	е	
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	-	59			

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		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	4.92				

Overall recommendation	:	
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REMBERTO A. PATINDOL
Vice President for Administration & Finance

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARTURO A. ALBA, JR.

Performance Rating: January 1 to June 30, 2021 Aim: Professionally build my effectiveness as Utility/Messenger Proposed Interventions to Improve Performance: Date: _____ Target Date: ____ First Step: Give suggestions on proper handling and recording of papers and documents and how to improve cleanliness of area of responsibility (AOR) within the surrounding of the Administration Building. Result: Capable in handling papers and documents with good relationships to colleagues and immediate supervisors. Date: Target Date: Next Step: Outcome: Excellent work ethics. Final Step/Recommendation: Recommend to attend to some technical skills training. Prepared by: REMBERTO A. PATINDOL Unit Head Conforme: ARTURO A. ALBA, JR. Name of Ratee Staff