



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

**Annex P**

Name of Administrative Staff: **Carlito O. Suganob**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.33	70%	3.03
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
<b>TOTAL NUMERICAL RATING</b>			<b>4.48</b>

TOTAL NUMERICAL RATING: 4.48

Add: Additional Approved Points, if any:             
TOTAL NUMERICAL RATING: 4.48

FINAL NUMERICAL RATING 4.48

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

  
**CARLITO O. SUGANOB**  
Name of Staff


Reviewed by:

  
**MARIA HAZEL I. BELLEZAS**  
Department/Office Head

Recommending Approval:

  
**MOISES NEIL V. SERINO**  
Dean, CME

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

Vision:  
Mission:

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge  
and innovative technologies for sustainable communities and environment.



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Carlito O. Suganob**, of the Department of Economics, College of Management and Economics commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January 1, 2021 to December, 2021.

**CARLITO O. SUGANOB**  
Administrative Aide VI

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

**MARIA HAZEL I. BELLEZAS**  
Head, DOE

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

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

Description of MFO's/PAPs	Success Indicators	Tasks Assigned	Actual		Rating				Remarks
			Target	Accomplishment (Jan-June '21 )	Quality	Efficiency	Timeliness	Average	
Support to Operations									
	PI.1 Percentage of forms prepared/facilitated and encoded								
	<i>Projected/Tentative Workload</i>	Prepares and assigned tentative workload of all DOE faculty	90%	100%	5	4	4	4.33	
	<i>Actual teaching load</i>	Prepares/encodes and submitted actual teaching load of DOE faculty to Registrar's Office	90%	100%	5	4	4	4.33	
	<i>Individual Faculty Workload</i>	Prepares/encodes and submitted individual faculty workload of DOE faculty to OVPAA	90%	100%	5	4	4	4.33	
	PI.2 Percentage of Instructional Materials prepare and facilitated	Printed obedized syllabus and TOS	90%	90%	4	4	5	4.33	
	PI.3 Percentage of government forms prepared and encoded and submitted	PPMP, DTR, Annual Reports, Payroll JOs, and other Standard Government forms	90%	100%	5	4	4	4.33	
	PI 4. Percentage of communications prepared and encoded	Letter of requests, certifications, justifications	90%	90%	4	4	4	4.00	



[illegible]

General Administration and Support services (GASS)									
Efficient and customer friendly frontline service									
	PI.1 Number of efficient and customer friendly services rendered	Entertain students/ visitors/ clients with zero percent complaint served	1% complaint	0% complaint	5	4	4	4.33	
Total Over-all Rating								86.67	
Average Rating								4.33	
Adjectival Rating								VS	


Comments & Recommendation for Development Purpose:

Attend seminars/trainings for admin staff and more prioritization of assigned task.


Evaluated and Review:

  
**MARIA HAZEL I. BELLEZAS**  
 Head, DOE  
 Date: \_\_\_\_\_

Recommending Approval:

  
**MOSES NEIL V. SERINO**  
 Dean, CME  
 Date: Oct. 1, 2011

Approved:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 10/1/11

1 - Quality    2 - Efficiency    3 - Tmeliness    4 - Average





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan.-June 2021

Name of Staff: Carlito O. Suganob Position: Admin. Aide VI

**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		58				
Score						

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						
Average Score						

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

*6-7-22*

**MARIA HAZEL I. BELLEZAS**  
 Printed Name and Signature  
 Head of Office



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee : CARLITO O. SUGANOB  
Performance Rating : Very Satisfactory

Aim: To improve the filing system according to ISO standards.

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

Date: January 2021 Target Date: March 2021

First Step:

Monitor the documents filed in accordance with ISO standards.

Result:

The documents were filed and labeled properly.

Date: April 2021 Target Date: June 2021

Next Step:

One-on-one meeting with Mr. Suganob


Outcome:

His performance specific to document preparation has improved


Final Step/Recommendation:

Required Mr. Suganob to organize the filing system for easy and efficient retrieval of documents.

Prepared by:

  
MARIA HAZEL I. BELLEZAS  
Unit Head

Conforme:

  
CARLITO O. SUGANOB  
Ratee