



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

**Annex P**

Name of Administrative Staff: CARLOS B. MONTAJES

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.83	70%	3.381
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.0	30%	1.5
<b>TOTAL NUMERICAL RATING</b>			<b>4.881</b>

TOTAL NUMERICAL RATING: 4.881

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: 4.881

FINAL NUMERICAL RATING 4.881

ADJECTIVAL RATING: Outstanding

Prepared by:

CARLOS B. MONTAJES  
Name of Staff

Reviewed by:

JANNET C. BENCURE  
Department/Office Head

Recommending Approval:

JANNET C. BENCURE  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President



**VISAYAS**  
STATE UNIVERSITY



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**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, CARLOS B. MONTAJES, Staff of the Office of the Dean-College of Engineering and Technology, 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 to December 2021.

CARLOS B. MONTAJES

Administrative Aide I

Date: 31 December 2021

JANNET C. BENCURE

College Dean

Date: 01/17/2022

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

MFO No.	MFO Description	Success/Performance Indicator (PI)	Tasks Assigned	Target	Actual Accomplishment as of Dec. 2021	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 6. General Admin. & Support Services (GASS)										
	<u>PI 2</u> . Zero percent complaint from clients served	<u>A 46</u> . Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero complaint from clients	Zero complaint from clients	5	5	5	5.0	

### PERFORMANCE MONITORING FORM


Name of Employee: Carlos B. Montajes

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Disinfect CET Office and its classrooms	20	July 1, 2021	Once every month	Once every month	Impressive	Very Satisfactory	
2	Regular maintenance of the cleanliness of classrooms and laboratory rooms	20	July 1, 2021	Everyday	Everyday	Impressive	Very Satisfactory	
3	Maintains the order and cleanliness of the lawn and the surroundings areas of College of Engineering Building compound	3700 sq.m.	July 1, 2021	Once every month	Once every month	Impressive	Very Satisfactory	

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor


Prepared by:

  
JANNET C. BENCURE  
 Unit Head




MFO No.	MFO Description	Success/Performance Indicator (PI)	Tasks Assigned	Target	Actual Accomplishment as of Dec. 2021	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
	PI 3: Additional Outputs	A 48. Other outputs implementing the new normal due to covid 19	Disinfect Offices and Classrooms in the College	20	20	5	5	4	4.7	CET Engineering Complex
		Number of academic lecture/laboratory rooms maintained	Regular maintenance of the cleanliness of laboratory room	20	20	5	4	5	4.7	CET Engineering Complex
		Number of cleaning materials and tools maintained	Clean and maintained cleaning materials and tools	20	20	5	5	4	4.7	
		Area of lawn maintained (sq.m, approx.)	Maintenance of surroundings	3700	5000	5	5	5	5.0	CET Engineering Complex and Engineering Workshop
Number of Performance Indicators Filled-up								4		
Total Over-all Rating								19.333		
Average Rating								4.833		
Adjectival Rating								Outstanding		
Comments & Recommendations for Development Purpose:										
Recommended to attend relevant trainings/workshops to acquire tech-use skills & for further personal dev't.										


Evaluated and Rated by:

  
**JANNET C. BENCURE**  
 College Dean  
 Date: 1/17/2022

Recommending Approval:

  
**JANNET C. BENCURE**  
 College Dean  
 Date: 1/18/2022

Approved:

  
**BEATRIZ S. BELONIAS, Ph.D.**  
 Vice Pres. for Academic Affairs  
 Date: 1/17/22





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December 2021

Name of Staff: Carlos B. Montajes

Position: Adm. 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)		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



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		22 Not Applicable				
Average Score		4.8 5.0				

Overall recommendation : He properly maintain the cleanliness of the whole CET Complex. He should (big) be given special recognition or higher rank for his excellent performance.

JANNET C. BENCURE

Printed Name and Signature  
Head of Office



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## Employee Development Plan

Name of Employee: **Mr. Carlos B. Montajes**

Performance Rating: **4.83 (O)**

**Aim:** Mr. Montajes to become an effective and efficient in-charge of CET Lawn maintenance under the CET Committee on Building, Lawn, and Heavy Equipment Maintenance in Support to CET's Program on International Accreditation and Certification

### **Proposed Interventions to Improve Performance:**

**Date:** January 2021

**Target Date:** June 2021

#### **First Step**

- Continual supervision of the CET Committee on Building, Lawn, and Equipment Maintenance; orientation of the Chairman and members of the committees on their functions and responsibilities; and reorientation of all the members on the principles of 5S

#### **Results:**

- Resilient Committee on Building, Lawn, and Equipment and issuance of Appointment of committee members and designating **Mr. Montajes** as In-charge of the lawn maintenance and cleanliness of classrooms and the Dean's Office in the old Engineering Building
- Working knowledge on the 5S principles

**Date:** July 2021

**Target Date:** December 2021

#### **Next Step:**

- Continuous implementation of the plans and programs on the maintenance of the CET lawn and cleanliness of classrooms and office in the old Engineering Building following 5S principles


#### **Outcomes:**

- Properly maintained lawn, classrooms and office space of the old Engineering Building following 5S principles


#### **Final Steps/Recommendations:**

- Standardize and implement the procedures in the maintenance of the lawn, classrooms and office space of the old Engineering Building following 5S principles
- Conduct regular Continuous Quality Improvement (CQI)

Prepared by:

  
**JANNET C. BENCURE**  
Dean, CET

Conforme:

  
**CARLOS B. MONTAJES**  
Admin. Aide I