



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: ARACELI M. MANAGBANAG

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.49	70%	3.14
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	1.50
TOTAL NUMERICAL RATING			4.64

TOTAL NUMERICAL RATING: 4.64


Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:


FINAL NUMERICAL RATING 4.64

ADJECTIVAL RATING: Outstanding


Prepared by:


ARACELI M. MANAGBANAG
Name of Staff


Reviewed by:


CHARIS B. LIMBO
Department/Office Head

Recommending Approval:


BAYRON S. BARREDO
Dean, College of Education

Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Ms. Araceli M. Managbanag**, Administrative Aide III of the Institute of Human Kinetics commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June 30, 2021**


ARACELI M. MANAGBANAG

Ratee


CHARIS B. LIMBO
Director, IHK

Date: 07-30-21

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services									
Efficient and customer-friendly	0% complaint from client served	Served clients	100% no complaint	100%no complaint	5	5	5	5	
Student Development & Welfare Support	Number of students class rosters/ grades sheets checked, controlled and recorded	Class rosters/Gradesheets checked, controlled and recorded	100	200	5	4.5	4	4.50	
	Students' Grades Inquiries & Completion of Grades served and released	Completion of grades of students controlled and recorded	100	104	4.5	4	4	4.17	
	Number of end-users of the VSU Sports Facilities & billed of accounts served on time	Served & logged Sports facilities reservations	8						no sports activities allowed due to IATF health protocols

Teaching Performance Evaluation	Number of subject/sections evaluated and evaluation instruments submitted to OVPA within the day of evaluation	Facilitated teaching performance evaluation and submitted the same to OVPA	15						on-line evaluation of students conducted by
	Number of faculty & administrative staff IPCRs supporting documents computed/finalized and reproduced	Number of Faculty & administrative staff IPCRs supporting documents computed/finalized and reproduced	3	3	4	4	4	4	
	Number of Final Individual Rating for IHK Faculty/Staff IPCR supporting and documents computed, encoded and reproduced	Prepared/encoded/ reproduced as scheduled	9 faculty	11	4	4.5	4	4.17	
Teaching Load	Number of teaching load/ subjects encoded/per faculty/submitted	Actual teaching load/subjects per faculty encoded/ reported	75	196 sections	5	4	4	4.33	2nd sem. SY 2020-2021
	Number of Individual Faculty workload prepared/computed & submitted/approved by the Dean within 1 day from submission	Prepared/encoded and submitted Individual Faculty workload	9 faculty	19 faculty	5	4.5	4	4.50	2nd sem. SY 2020-2021
	Number of Projected Faculty Workload prepared as supporting documents for renewal of appointment	Prepared/computed projected faculty workload	15	20	4	4	4	4	2nd sem. SY 2020-2021
Secretariat Works	Number of documents prepared/ encoded/sorted/ recorded and submitted within a specified time	Prepared/encoded/ recorded and submitted documents within specified time	100	150	5	4	4	4.33	

	Standard Government Forms - DTRs/CSRs - Payrolls - Purchase Request - Travel Order - Disbursement Vouchers - RIS/Trip Tickets								
	- Cash Advance/Liquidation Reimbursement -Travel - Cash Advance -Purchases - Contract of Services (JO)								
	Number of documents facilitated for unit head's approval/signature	Facilitated documents for unit head's approval/signature	100	150	5	4.5	4.5	4.67	
	Percentage of documents receives, encodes and records communications and other documents and maintains the filing system of the office as a record of the office accomplishments as inputs for the ISO.	Received, encoded and recorded documents and maintained the filing system	75%	80%	4.5	4	4	4.17	
	Percentage of documents organizes particularly storing, retrieving and integrating information for ISO, and other instructional-related support services.	Documents organized, stored and retrievable	75%	75%	5	4	4	4.33	
	Percentage of documents facilitated for unit head's approval/signature	Facilitated documents for unit head's approval/signature	95%	100%	5	4.5	4.5	4.67	

Other Services	Answers telephone calls & relays messages/information to Dept Head & faculty	Answered telephone calls	95%	100%	4	4.5	4.5	4.33	
----------------	--	--------------------------	-----	------	---	-----	-----	------	--


Total Over-all Rating					65	60	58.5	61.17	
Averaged Rating					4.64	4.79	4.18	4.369	
Overall divide by number of items of									

Average Rating (Total Over-all rating divided by 4)	17.98	4.49
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		


Comments and Recommendations for Development Purposes

Dependable and always willing to work help coworkers, students & other clients.


Evaluated & Rated by:


CHARIS B. LIMBO
 Unit Head
 Date: 07-30-21

Recommending Approval:


BAYRON S. BARREDO
 College Dean
 Date: 7-30-21

Approved:


BEATRIZ S. BELONIAS
 Vice-President for Academic Affairs
 Date: 9/2/21



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June 2021

Name of Staff: Araceli M. Managbanag

Position: Administrative Aide III

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

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.

improvement of his work accomplishment					
12. Willing to be trained and developed	5	4	3	2	1
Score	Total 60				
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	5				
Average Score	5				

Overall recommendation : Can always be counted on to work overtime and display quality of work produced.


CHARLES B. LIMBO
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ARACELI M. MANAGBANAG**

Performance Rating: Outstanding

Aim: To improve filing documents

Proposed Intervention to Improve Performance:

To hire regular clerk to work in the office since the existing clerk will be retiring on January 2022 & hire additional clerk (JO) to assist in filing ISO documents and other office works since the unit is involve in almost all University-wide activities.

Date: January 2021

Target Date: June 2021

First Step:

- * Hire (1) regular office clerk & (1) JO
- * Orient newly hired clerk

Result:

- * Easy retrieval of the documents needed

Date: July – December 2021

Target Date: July – December 2021


Next Step: Sort documents according to program for ISO purposes

Outcome: Easy access to documents needed

Final Step/Recommendation:

Effective in retrieving documents to support activities or programs

Prepared by:


CHARIS B. LIMBO
Unit Head

Conforme:


ARACELI M. MANAGBANAG
Name of Ratee/Staff