



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

NAME OF ADMINISTRATIVE STAFF: **FELIX L. OCON**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.88	70%	3.416
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.00	30%	1.500
TOTAL NUMERICAL RATING			4.916


TOTAL NUMERICAL RATING: **4.916**

Add: Additional Approved points, if any: _____

TOTAL NUMERICAL RATING: **4.916**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


FELIX L. OCON
Name of Staff

Reviewed by:


ROBELYN T. PIAMONTE
NARC, Director

Recommending Approval:


ROBELYN T. PIAMONTE
NARC, Director

Approved:


MARIA JULIET C. CENIZA
Vice- President of R, E & I

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELIX L. OCON**, **Science Research Assistant** of the **National Abaca Research Center-Visayas State University** 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 2021 to december 2021.

FELIX L. OCON

Ratee

Recommending Approval:

LUZ O. MORENO

Project/Study Leader

Approved by: **ROBELYN T. PIAMONTE**

Head of Unit

Date:

1/17/22

Date:

1-21-22

Date:

1-21-22

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services									
	Number of days for field visit and disease incidence monitoring	Regular field visit of germplasm and nursery areas	30	50	5	5	5	5	
	Size (hectares) of experimental area maintained	Maintain germplasm and quarantine areas	1	1.25	4	5	5	4.67	
	Number of accessions collected	Collect abaca accessions		6	5	5	5	5	
	Number of tissue cultured abaca accessions potted and hardened	Potting and hardening of tissue cultured abaca accessions							
	Number of accessions planted/replanted in the germplasm area	Plant/replant abaca accessions	10	15	5	5	5	5	
	Number of accessions harvested and characterized	Harvest and characterize mature abaca accessions	3	22	5	5	5	5	
	Number of hours spent for data encoding	Encode database	100	150	5	5	5	5	
	Number of accessions analyzed	Perform diversity analysis of 32 vegetative parameters							
	Number of powerpoint presentation prepared	Prepare powerpoint	1	6	5	4	5	4.67	
	Number of reports submitted	Prepares research report	1	3	5	4	5	4.67	

	Number of posters prepared	Prepares research posters	1	1	4	5	5	4.67	
Others:	All interior decoration activities of the center (e.g. booth, exhibits, etc.)	Perform interior decoration for the center	100% of activity	100	5	5	5	5	
	No. of center committee membership assignment	Perform center committee membership assignments							
	Number of center-based reports, powerpoint presentations and other documents prepared and submitted	Perform function of administrative assistant of the center	2	31	5	5	5	5	
Total Over-all Rating								49.01	4.88
	Ave. Rating (Total Over-all rating divided by number of items)				Comments & Recommendations for Development Purposes: Excellent job. Need less supervision and dependable. Helpful in making important documents of the center.				
	Additional Points:								
	Punctuality	-							
	Approved Additional points (with copy of approval)	-							
	FINAL RATING	4.88							
	ADJECTIVAL RATING	Outstanding							

Evaluated and Rated by:

ROBELYN T. PIAMONTE
 Director
 Date: 1/21-2022

Recommending Approval:

ROSA OPHELIA D. VELARDE
 Director for Research
 Date: 1/24/22

Approved by:

MARIA JULIET C. CENIZA
 Vice President for RE & I
 Date: 1-26-22

Exhibit I

PERFORMANCE MONITORINGName of Employee: **FELIX L. OCON**


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
MFO1: Research and Extension Support Services (Research: At least 90% of total tasks)								
1	No. of days for field visit and diseased incidence monitoring	30	Weekly visit at scheduled		50	Very Impressive	O	Excellent job. Need less supervision and dependable. Helpful in making important documents of the center.
2	No. of germplasm areas/size of experimental areas maintained	1	July 1, 2021	Dec. 31, 2021	1.25	Impressive	VS	
3	No. of accessions collected		As scheduled		6	Very Impressive	O	
4	No. of tissue cultured abaca accessions potted and hardened							
5	No. of accessions planted/replanted in the germplasm area	10	Oct. 1, 2021	Nov. 30, 2021	15	Very Impressive	O	
6	No. of accessions harvested and characterized	3	As flagleaf, when inflorescence and fruit/seed ready		22	Very Impressive	O	
7	No. of hours spend for data encoding	100	As soon as data is available		150	Very Impressive	O	
8	No. of accessions analyzed for diversity analysis							

9	No. of powerpoint presentation prepared	1	As scheduled		6	Impressive	VS
10	No. of reports prepared	1	Nov. 15, 2021	Dec. 15, 2021	3	Impressive	VS
11	No. of posters prepared	1	Nov. 15, 2021	Dec. 15, 2021	1	Impressive	VS
Others: (at least 10% of total tasks)							
12	Performed interior decoration for the center	100%	As assigned		100	Very Impressive	O
13	No. of center committee membership assignment					Very Impressive	O
14	No. of center-based reports, powerpoint presentation and other documents prepared and submitted	2	As scheduled (Qrtly. Progress Report, Semi-Annual & Annual Progress Report, VSU Annual Report, RDE Annual Report, RDE Semi-Annual Report, IFW, IPCRs...etc)		31	Very Impressive	O

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

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

Prepared by:


LUZ O. MORENO
 Study leader



"Exhibit O"

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 1 to December 31, 2021

Name of Staff: FELIX L. OCON Position: Science Research Assistant

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.	<u>5</u>	4	3	2	1
2.	Makes self-available to clients even beyond official time	<u>5</u>	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	<u>5</u>	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	<u>5</u>	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	<u>5</u>	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.	<u>5</u>	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	<u>5</u>	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	<u>5</u>	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	<u>5</u>	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	<u>5</u>	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	<u>5</u>	4	3	2	1
12.	Willing to be trained and developed	<u>5</u>	4	3	2	1
Total Score		60				

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.

Page 1 of 2


FM-HRM-26

V0 11-12-2021

No. 277

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		5.0				

Overall recommendation : OUTSTANDING


LUZ O. MORENO
 Proj./Study Leader


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

Page 2 of 2
FM-HRM-26
 V0 11-12-2021

No. 277

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **FELIX L. OCON**
Performance Rating: **OUTSTANDING**

Signature: 

Aim: **Efficient and effective implementation of research activities.**

Proposed Interventions to Improve Performance:

Date: July 1, 2021 Target Date: December 31, 2021

First Step:

1. Prepare periodic plan of activities and targets on "abaca germplasm collection and conservation"
2. Implement plan of activities based on timeline and targets.
3. Regular updates and evaluation of activities

Result:

1. Objectives of research attained by target date and expected outputs.

Date: January 1, 2022 Target Date: June 30, 2022

Next Step:


1. Prepare required reports and data as requested or requested by higher authorities.
2. Assist in implementing other research-related activities in the center/university.

Outcome: Efficient and effective research implementation.

Final Step/Recommendation:

- Excellent job. Need less supervision and dependable. Helpful in making important documents of the center.

Prepared by:


LUZ O. MORENO
Project Leader 