

### COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF


Name of Administrative Staff: LEONARDA P. OTIDA

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
23. Numerical Rating per IPCR	4.88	4.88 x 70%	3.42
24. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.88	4.88 x 30%	1.46
<b>TOTAL NUMERICAL RATING</b>			<b>4.88</b>

TOTAL NUMERICAL RATING: 4.88  
 Add: Additional Approved Points, if any: 0.00  
 TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: OUTSTANDING


Prepared by:

  
 SANDRA C. TIUA  
 Administrative Assistant III


Reviewed by:

  
 ERLINDA S. ESGUERRA  
 Head, ACCOUNTING Office

Recommending Approval:

  
 REMBERTO A. PATINDOL  
 Chairman, PMT

Approved:

  
EDGARDO E. TULIN  
 President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LEONARDA P. OTIDA**, of the Accounting Office 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 1 to June 30, 2017

  
**LEONARDA P. OTIDA**  
Ratee

  
**ERLINDA S. ESGUERRA**  
Head of Unit

Approved:

MFO & PAPs	Success Indicators	Tasks Assigned	2017 Target	Percentage of Accomplishment As of June 30, 2017	Details of Accomplishment	Rating			Remarks
						Q1	E2	A3	
Bookkeeping Services Processing Services	No. of projects controlled error free	Controls Project Releases funded by PCARRD (34), BAR(2), DA-RFU(2), CHED(12), Foreign funded(7) Others(4)	40	105%	controlled 42 projects	5	5	4	4.67
	No. of projects controlled error free	Prepares monthly balance per project	42	100%	monitored 42 projects	5	5	5	5.00
	No. of financial documents obligated	Obligates vouchers, payrolls, PO's and other financial documents under NGAS	500	125%	obligated 645 financial documents	5	5	5	5.00
	No. of documents earmark error free	Earmarks PRs, appointments, and contracts of the above projects.	90	111%	earmarked 100 documents	5	5	5	5.00
	No. of financial encoded	Encodes the obligated vouchers, payrolls and Pos to BAOM	500	125%	encoded 645 financial documents	5	5	4	4.67
	No. of check number posted error free	Posts check numbers to the obligated documents	500	100%	posted 500 financial documents	5	5	5	5.00
	No. of project financial report prepared within mandated time	Prepares quarterly project financial report for each project	20	100%	prepared 20 reports	5	5	5	5.00
	No. of schedule prepared within mandated time	Prepares schedule of recapitulated liquidation of each project	40	125%	prepared 50 schedules	5	5	4	4.67
Processing Services	No. of schedule prepared within mandated time	Prepares schedule of accounts payable of each project	40	101%	prepared 50 schedules	5	5	4	4.67
	No. of liquidation report prepared within mandated time	Prepares liquidation report of accounts payable for each project	20	114%	prepared 20 schedules	5	5	5	5.00
	No. of terminal reports prepared within mandated time	Prepares terminal project report	4	150%	prepared 6 reports	5	5	5	5.00
Total Over-all Rating						55	55	51	54
Average Rating (Total Over-all rating divided by # of entries)					4.88	Comments & Recommendations for Development Purpose:			
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING									
ADJECTIVAL RATING					Outstanding				

Recommending Approval  
  
**REMBERTO A. PATINDOL**  
VP for Admin.

Calibrated by:  
  
**REMBERTO A. PATINDOL**  
PMT Chair

Received by:  
  
**L. L. QUINANOLA**  
PRPEO

Approved:  
  
**EDGARDO E. TULIN**  
President

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

1 - quality      2 - efficiency      3 - timeliness      4 - average



## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan 1-June 30, 2017

Name of Staff: Leonarda P. Otida 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
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						
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	58				
Average Score	4.83				

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

  
 ERLINDA S. ESGUERRA  
 Name of Head