



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	4.97	70%	3.479
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.94	30%	1.482
TOTAL NUMERICAL RATING			4.961

TOTAL NUMERICAL RATING: 4.961

Add: Additional Approved points, if any: _____

TOTAL NUMERICAL RATING: 4.961

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

FELIX L. OCON
Name of Staff

Reviewed by:

ROMEL B. ARMECIN
NARC, Director

Recommending Approval:

ROMEL B. ARMECIN
NARC, Director

Approved:

MARIA JULIET C. CENIZA
Vice- President of R, E & I 1/19/23

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.

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 accomplishments in accordance with the indicated measures for the period July 2022 to December 2022.

FELIX L. OCON
Ratee

Recommending Approval: **LUZ O. MORENO**
Project/Study Leader

Approved: **ROMEL B. ARMECIN**
Head of Unit

Date: _____

Date: _____

Date: _____

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	72	5	5	5	5	
	Size (hectares) of experimental area maintained	Maintain germplasm and nursery areas	1	1.5	5	5	5	5	
	Number of accessions collected	Collect abaca accessions	5	34	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	33	5	5	5	5	
	Number of accessions harvested and characterized	Harvest and characterize mature abaca accessions	10	18	5	5	5	5	
	Number of hours spent for data encoding	Encode database	100	200	5	5	5	5	
	Number of accessions analyzed	Perform diversity analysis of 32 vegetative parameters							

	Number of powerpoint presentation prepared	Prepare powerpoint	1	4	5	5	5	5		
	Number of reports submitted	Prepares research report	1	8	5	5	5	5		
	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 activities	100	5	5	5	5		
	No. of center committee membership assignment	Perform center committee membership assignments		2	5	5	5	5		
	Number of center-based reports, powerpoint presentations and other documents prepared and submitted	Perform function of administrative assistant of the center	3	5	5	5	5	5		
Total Over-all Rating								4.97		
	Ave. Rating (Total Over-all rating)			4.97	Comments & Recommendations for Development Purposes: He is resourceful and needs little supervision. He works/relates well with colleagues.					
	Additional Points:									
	Punctuality	-								
	Approved Additional points	-								
	(with copy of approval)									
	FINAL RATING			4.97						
	ADJECTIVAL RATING			OUTSTANDING						

Evaluated and Rated by:

ROMEL B. ARMECIN
 Director
 Date: _____

Recommending Approval:

ROSA OPHELIA D. VELARDE
 Director for Research
 Date: 12/22/22

Approved by:

MARIA JULIET C. CENIZA
 Vice President for RE & I
 Date: _____

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		72	Very Impressive	O	He is resourceful and needs little supervision. He works/relates well with colleagues.
2	No. of germplasm areas/size of experimental areas maintained	1	July 1, 2022	Dec. 31, 2022	1.5	Impressive	VS	
3	No. of accessions collected		As scheduled		34	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, 2022	Nov. 30, 2022	33	Very Impressive	O	
6	No. of accessions harvested and characterized	3	As flagleaf, when inflorescence and fruit/seed ready		15	Very Impressive	O	
7	No. of hours spend for data encoding	100	As soon as data is available		200	Very Impressive	O	
8	No. of accessions analyzed for diversity analysis							

9	No. of powerpoint presentation prepared	1	As scheduled		4	Very Impressive	O
10	No. of reports prepared	1	Nov. 15, 2022	Dec. 15, 2022	8	Very Impressive	O
11	No. of posters prepared	1	Nov. 15, 2022	Dec. 15, 2022	1	Very Impressive	O
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				2	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)		5	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, 2022

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.	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		55				
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		84.0				
Average Score		4.94				

Overall recommendation : OUTSTANDING


LUZ O. MORENO
 Proj./Study Leader

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, 2022 Target Date: December 31, 2022

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, 2023 Target Date: June 30, 2023

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:

- He is resourceful and needs little supervision. He works/relates well with colleagues.

Prepared by:

LUZ O. MORENO
Project Leader