



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Bagarinao, Junvic B.**

| Particulars (1) | Numerical Rating (2) | Percentage Weight (3) | Equivalent Numerical Rating (2x3) |
|---|-------------------------|--------------------------|---|
| Numerical Rating per IPCR | 4.73 | 70% | 3.31 |
| Supervisor/Head's assessment of his contribution towards attainment of office accomplishments | 4.55 | 30% | 1.37 |
| TOTAL NUMERICAL RATING | | | 4.68 |

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING: **4.68**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

PRECILA C. BELMONTE
Temp. Administrative Officer

MARLON M. TAMBIS/ EDGARDO. TULIN
Assistant Director/ Director

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research

Approved:

MARIA JULIET C. CENIZA
VP for Res., Ext., &
Innovation

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JUNVIC B. BAGARINAO**, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 1, 2023 to June 30, 2023.

JUNVIC B. BAGARINAO
Ratee

Approved: **MARLON M. TAMBIS / EDGARDO E. TULIN**
Asst. Director/Director

| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Actual Accomplishment | Rating | | | | Remarks |
|---|--|---|---------|-----------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| Administrative Services / Utility Services | No. of office documents checked and processed | To process office documents to appropriate offices | 2,500 | 1,334 | 5 | 5 | 4 | 4.67 | |
| | No. of office personnel facilitated with different requirements for new and renewal of contracts | To checked the attachments of new and renewal of appointments; and facilitated the personnel in the filling-up of necessary documents | 200 | 118 | 5 | 5 | 4 | 4.67 | |
| | No. of documents filed | To file office documents (DTR and trip tickets) | 5000 | 2,509 | 5 | 4 | 5 | 4.67 | |
| | No. of gates and doors checked | To check whether the entrance / exit gates and doors are closed | 5 doors | 5 | 5 | 4 | 5 | 4.67 | |
| | No. of hours consumed in monitoring unlock office doors, open | To check for unlocked doors, open lights and other office equipment | 40 | 40 | 5 | 5 | 5 | 5 | |

| | | | | | | | | | |
|-----------------------|--|---|-----|-----|---|---|---|------|--|
| | lights and other office equipment | prior to the closing of the entrance and exit doors | | | | | | | |
| | No. of hours consumed in preparing payrolls & contracts | To segregate payrolls and contract's attachments | 48 | 48 | 5 | 5 | 5 | 5 | |
| | No. of hours consumed in cleaning the lobby and sink of the administrative offices | To clean the lobby and sink of the Administration building | 240 | 120 | 5 | 4 | 4 | 4.33 | |
| | No. of hours consumed in garbage disposal | To dispose garbage bin to the compost pit | 20 | 20 | 5 | 5 | 5 | 5 | |
| Other duties | No. Of personnel facilitated with no DTR/leave | To check and facilitate the personnel who has not filed their leave/DTR | 5 | 4 | 5 | 4 | 4 | 4.33 | |
| | % HRIS documents tracking prepared | To prepare documents tracking & put barcodes on documents to be processed | 30% | 30% | 5 | 5 | 4 | 4.67 | |
| | Number of DTRs prepared | To prepare monthly DTR | 12 | 6 | 5 | 5 | 5 | 5 | |
| Total Over-all Rating | | | | | | | | | |

| | | |
|---|--|------|
| Average Rating (Total Over-all rating divided by 4) | | |
| Additional Points: | | |
| Punctuality | | |
| Approved Additional points (with copy of approval) | | |
| NUMERICAL RATING | | 4.33 |
| ADJECTIVAL RATING | | |

Comments & Recommendations for Development Purpose:

To attend capability build up trainings regarding filing of documents

To attend frontline services and personality development

Evaluated & Rated by:

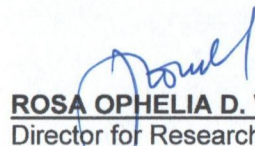

EDGARDO E. TULIN
Director

Date: _____


MARLON M. TAMBIS
Assistant Director

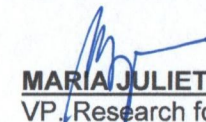
Date: _____

Recommending Approval:


ROSA OPHELIA D. VELARDE
Director for Research

Date: _____

Approved by:


MARIA JULIET C. CENIZA
VP, Research for Extension and Innovation

Date: _____

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2023

Name of Staff: Junvic B. Bagarinao

Position: Administrative 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 | 5 | 4 | 3 | 2 | 1 |

| | | | | | | |
|---|---|-------|---|---|---|---|
| improvement of his work accomplishment | | | | | | |
| 12. | Willing to be trained and developed | 5 | 4 | 3 | 2 | 1 |
| Score | | Total | | | | |
| 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 | | 4.58 | | | | |

Overall recommendation : _____

MARLON M. TAMBIS/EDGARDO E. TULIN
Assistant Director/Director

PERFORMANCE MONITORING & COACHING JOURNAL

| | | |
|---|-----------------|---------------------------------|
| X | 1 st | Q U A R T E R |
| X | 2 nd | |
| | 3 rd | |
| | 4 th | |

Name of Office: **PhilRootcrops**

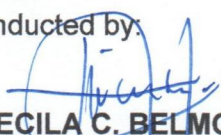
Head of Office: **Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis**

Name of Personnel: **Junvic B. Bagarinao**



| Activity Monitoring | MECHANISM | | | | Remarks |
|---|---|---|------|-----------------------|---|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring <u>1st Quarter</u> <u>2nd Quarter</u> a. Monitoring of the assigned office activities | One-on-one discussion with the concerned staff regarding feedback from other personnel and visitors on the assigned office activities e,g cleaning of staff rooms, documents processing | Meeting with staff under the Administrative Division to tackle issues (negative and positive feedback) of other PhilRootcrops personnel | | | Negative feedback from concerned personnel were addressed e.g . timely document processing; tracer for documents processed outside of PhilRootcrops |
| Coaching Coaching of staff on the proper procedure in doing the assigned tasks Encouraging the staff under the Administrative Division to attend learning and development such as training offered by the University | One-on-one coaching | Group coaching through meetings and even in group discussions | | | Positive response to the coaching activity, negative feedback on the assigned office activity were immediately addressed |

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


PRECILA C. BELMONTE
Immediate Supervisor

Noted by:

 
MARLON M. TAMBIS / EDGARDO E. TULIN
Assistant Director/Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **JUNVIC B. BAGARINAO**Performance Rating: Outstanding

Aim: To check documents prior to processing and timely processing of these documents

Proposed Interventions to Improve Performance:

Date: January 1, 2023Target Date: June 30, 2023

First Step:

- Meeting and coaching of staff to come up with procedures on how to check documents prior to processing to the different offices.

Result:

- Documents properly checked and timely processing these documents

Date: July 1, 2023Target Date: Dec 31, 2023

Next Step:

Periodic monitoring and checking of outputs

Outcome: Timely processing of documents
Documents properly facilitated

Final Step/Recommendation:

To maintain performance and or exceed the current performance.

To attend capability build-up trainings that will enhance individual skills and competencies; other trainings like health and wellness and stress management.

Prepared by:

MARLON M. TAMBIS/EDGARDO E. TULIN
Asst. Director/Director

Conforme:


Name of Ratee /Faculty/Staff