

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

NAME OF ADMINISTRATIVE STAFF: ALBERTO F. VALIDA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.63	70%	3.241
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.50	30%	1.350
TOTAL NUMERICAL RATING			4.591

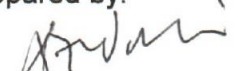
TOTAL NUMERICAL RATING: 4.591

Add: Additional Approved points, if any: _____

TOTAL NUMERICAL RATING: 4.591

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


ALBERTO F. VALIDA
Name of Staff


Reviewed by:


FELICIANO G. SINON
Department/Office Head

Recommending Approval:


FELICIANO G. SINON
Director

Approved:


OTHELLO B. CAPUNO
Vice- President

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALBERTO F. VALIDA**, **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 2019** to December **2019**.

ALBERTO F. VALIDA

Ratee

Recommending Approval:

LUZ O. MORENO

Project/Study Leader

FELICIANO G. SINON

Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services									
	No. of parental materials monitored	Monitoring of flowering	60	60	3	5	5	4.33	
	No. of crosses performed	Hybridization/Pollination	20	25	4	5	5	4.67	
	No. of seeds harvested	Harvesting of mature seeds from crosses and sowing in seedboxes	1250	1400	5	5	5	5.00	
	No. of hybrid seedlings maintained	Care and maintenance of the hybrid seedlings in seedboxes	600	600	3	5	5	4.33	
	No. of hybrid seedlings transplanted	Field transplanting	150	150	3	5	5	4.33	
	No. of selected hybrid seedlings maintained	Periodic care and maintenance of hybrid seedlings in the initial clone plot	150	150	3	5	5	4.33	
	No. of promising ABTV resistant hybrids selected	Monitoring and discarding of ABTV susceptible hybrids	2	4	5	5	5	5.00	
	No. of hybrid progenies harvested	Harvesting and data gathering of matured hybrid progenies	50	55	4	5	5	4.67	

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target		RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
Others:		Serve as resource person on	1	100%	5	5	5	5.00	
		hybridization technique of abaca							
Total Over-all Rating								41.66	
Average Rating (Total Over-all rating divided by 4)				4.63	Comments & Recommendations for Development Purposes: <i>Very efficient and reliable. Recommended for regular position/item.</i>				
Additional Points:									
Approved Additional points (with copy of approval)									
FINAL RATING				4.63					
ADJECTIVAL RATING									
				OUTSTANDING					

Evaluated and Rated by:


FELICIANO G. SINON
 Director

Date: _____

Recommending Approval:


FELICIANO G. SINON
 Director

Date: _____

Approved by:


OTHELLO B. CAPUNO
 Vice-President

Date: _____

Exhibit I

PERFORMANCE MONITORING

Name of Employee: **ALBERT F. VALIDA**


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 parental materials monitored	60	July 1, 2019	Dec 31, 2019	60	Impressive	VS	Very good performance Recommend ed for regular position.
2	No. of crosses performed	20	Monthly activity		25	Very Impressive	O	
3	No. of seeds harvested	1250	July 1, 2019	Dec 31, 2019	1400	Very Impressive	O	
4	No. of hybrid seedlings maintained	600	July 1, 2019	Dec 31, 2019	600	Impressive	VS	
5	No. of selected hybrid seedlings maintained	150	July 1, 2019	Dec 31, 2019	150	Impressive	VS	
	No. of hybrid seedlings transplanted	150	July 1, 2019	Dec 31, 2019	150	Impressive	VS	
6	No. of promising ABTV resistant hybrids selected	2	July 1, 2019	Dec 31, 2019	4	Very Impressive	O	
7	No. of hybrid progenies harvested	50	July 1, 2019	Dec 31, 2019	55	Very Impressive	O	

Others: (at least 10% of total tasks)							
8	Served as resource person on hybridization technique of abaca	1	As assigned	100%	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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ALBERT F. VALIDA**
Performance Rating: **OUTSTANDING**

Signature: 

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

Proposed Interventions to Improve Performance:

Date: July 1, 2019 Target Date: Dec. 31, 2019

First Step:

1. Prepare periodic plan of activities and targets on "development of new high yielding and disease resistant abaca hybrids"
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, 2020 Target Date: June. 30, 2020

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:

Very good performance.

For Promotion to regular position.

Prepared by:


LUZ O. MORENO
Project Leader

Instrument for Performance Effectiveness of RDE Support Staff

Rating Period: July 1 to December 31, 2019

Name of Staff: ALBERTO F. VALIDA

Position: Science Research Assistant

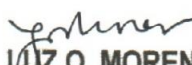
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		54				

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					
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.					
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.					
4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.					
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					
Total Score					
Average Score	4.50				

Overall recommendation : Recommended for renewal / regular position / OUTSTANDING


LUZ O. MORENO
 Project Leader/Study Leader