

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF
JULY-DECEMBER 2019**

Name of Administrative Staff: **MARIANE UBAY**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	72	3.54
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
TOTAL NUMERICAL RATING			4.92

TOTAL NUMERICAL RATING: 4.92
 Add: Additional Approved Points, if any:
 TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: **Outstanding**

Prepared by:


MARIANE UBAY
 Name of Staff

Reviewed by:


SANTIAGO T. PEÑA, JR.
 Office Head

Recommending Approval:


SANTIAGO T. PEÑA, JR.
 Executive Assistant

Approved:


EDGARDO E. TULIN 
 President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **MARIANE B. UBAY**, of the Office of the President commits to deliver and agree to be rated on the attainment of the following targets in accordance with indicated with the indicated measures for the period July-December, 2019.

MARIANE B. UBAY
Ratee

APPROVED:

SANTIAGO T. PEÑA JR.
Head of Office

UMFO No.	OP MFO	MFOs/PAPs	Success Indicators	Task Assigned	Target (Jan-Dec, 2019)	Accomplish ment	Rating				Remarks
						July-Dec 2019	Q ¹	E ²	T ³	A ⁴	
UMFO 6. General Administration Support Services											
	OP MFO 1	General Administration and Support Services	Zero Complaint administrative services from clients	Provide advice to, and directs or assists clients (via email, call or actual visit) in addressing their various service demands/needs	Zero complaint from clients	Zero complaint from clients	5	5	5	5	
			Maintained workplace in compliance to ISO-5s	Maintain personal workspace to ISO 5s	100%	100%	5	5	5	5	
	OP MFO 2	Management and Executive Services	Effective and Efficient Management and Paperwork Services								
			No. of correspondence and reports prepared and released	Gather data, prepare drafts of reports and correspondence	600	335	5	5	4	4.67	
			Effective and Efficient Public Relations Services								
			No. of photocopying/reproduction services	Perform photocopy services	8,000	4,000	5	5	5	5	
			Effective and Efficient President's Calendar Management								
			No. of events organized/coordinated/photo documented	Coordinate, arrange and document events	40	20	5	5	5	5	

			Drafts and prepare messages for the President	60	35	4	5	5	4.67	
		100% of meetings and travels convened/presided/facilitated/photo-documented	Plan, schedule and document meetings, appointments and travel of Univ. Pres.	100%	100%	5	5	5	5	
		100% of committee assignments steered and complied	Facilitate/comply committee assignments	100%	100%	5	5	5	5	
		Total Over-all Rating							39.33	

Average Rating (Total Over-all-rating divided by 8)		4.92
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVAL RATING		OUTSTANDING

Comments and Recommendations for Development Purpose:

well-trained to her assignments & gets the job done

Evaluated and Rated:

SANTIAGO T. PEÑA JR.
Unit Head

Date: _____

Recommending Approval:

SANTIAGO T. PEÑA JR.
Unit Head

Date: _____

Approved by:

EDGARDO E. TULIN
President

Date: _____

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

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2019

Name of Staff: MARIANE B. UBAY Position: MEDIA PROD'N SPECIALIST II

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		60				

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					

Overall recommendation : _____


SANTIAGO T. PEÑA, JR.
 Name of Head

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Office of the President

Head of Office: Santiago T. Peña, Jr.

Name of Faculty/Staff: Mariane B. Ubay Signature:  Date: _____


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments, problems and plans	<ul style="list-style-type: none">First working day of the month as needed				
Coaching Discuss ways to improve the execution of assigned tasks.	<ul style="list-style-type: none">First working day of the month as needed				

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

Conducted by:


SANTIAGO T. PEÑA, JR.
 Immediate Supervisor

Verified by:


EDGARDO E. TULIN
 Next Higher Supervisor

cc: OVPI
 ODAHRD
 PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Mariane B. Ubay**

Performance Rating: _____

Aim: Improve facilitation and documentation of events that involve the University President

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Attend trainings/for a on problem-solving and communication (verbal and written) to hone problem-solving and communication skills

Result: Identify, apply and evaluate problem-solving and communication skills that are relevant to the job.

Date: _____ Target Date: _____

Next Step: Attend trainings/for a on event organization/management and leadership/coordination to further develop skills in event organization/management and leadership.

Outcome: Identify, apply and evaluate skills that are relevant to the job.

Final Step/Recommendation:

Consolidate and apply proven skills that are relevant to the job.

Prepared by:


SANTIAGO T. PEÑA, JR.
Unit Head

Conforme:


MARIANE UBAY