

COMPUTATION OF FINAL INDIVIDUAL RATING
ADMINISTRATIVE STAFF

Name of Administrative Staff: MARIO C. BANTUGAN

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1 Numerical Rating per IPCR	4.56	70%	3.192
2 Supervisor/Head's Assessment of his contribution towards attainment of office accomplishment	4.58	30%	1.3749
TOTAL NUMERICAL RATING			4.5669

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.5669

4.5669


4.5669

VS

Prepared by:


MARIO C. BANTUGAN
Adm. Aide III


Reviewed by:


REMBERTO A. PATINDOL
Vice Pres. for Adm. & Finance

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT


Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIO C. BANTUGAN** of the GENERAL SERVICES DIVISION commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **JANUARY TO JUNE 2018**

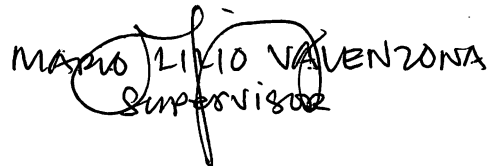
Approved:


MARIO C. BANTUGAN
Ratee

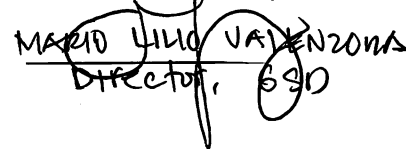

MARIO LILIO VALENZONA
Director, GSD

MFO & Performance Indicators	Program/Activities/Projects	Tasks Assigned	TARGET	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO1-Janitorial Services	PI 1.1 Cleaned and maintained	Cleaning of Office Comfort Room and surrounding	2	3	5	4	4	4.333	3 acted
MFO 2 - Administrative Services	PI 1.2 Administrative documents, approved/acted within on day from receive	Prepare Payrolls, Vouchers, PR's, RIS, Appointments JO's Application for Leave, UBR, OBR, Trip Tickets, Cash Advance, IPCR, OPCR	130	150	5	4	4	4.333	150 served
	PI 1.3 Messengerial services	Recording & Forward and follow-up of documents: Appointments, Payrolls, RIS, Vouchers, Project reports electricbills, per diems	135	150	5	5	5	5	150 served
Total Over-all Rating								13.67	
Average Rating (Total Over-all rating divided by 4)					4.56	Comments & Recommendations for Development Purpose: <i>Attend Trainings and Seminars</i>			
Additional Points:									
Punctuality:									
Approved Additional point (with copy of approval)									
FINAL RATING					4.56				
ADJECTIVAL RATING					VS				

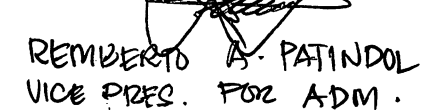
Evaluated & Rated by:


MARIO LILIO VALENZONA
Supervisor

Recommending Approval:


MARIO LILIO VALENZONA
Director, GSD

Approved by:


REMBERTO A. PATINDOL
VICE PRES. FOR ADM.

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2018

Name of Staff: MARIO C. BANTUGAN

Position: Adm. 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				
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	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	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	5	4	3	2	1
Total Score						
Average Score		4.583				

Overall

MARIO LILIO VALENZONA
Director, GSD

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mario C. Bantugan

Performance Rating: Very Satisfactory

Aim: _____

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:

Result: Attend Training and seminars .

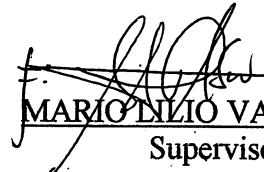
Date: _____ Target Date: _____

Next Step:


Outcome: _____

Final Step/Recommendation:

Prepared by:

 876 12/06/18
MARIO NILIO VALENZONA
Supervisor

Conform:


MARIO C. BANTUGAN
Name of Ratee Faculty/Staff