



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: DENNIS G. GODOY

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	70%	3.423
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.5	30%	1.35
TOTAL NUMERICAL RATING			4.773

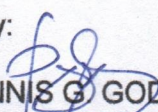
TOTAL NUMERICAL RATING: 4.773

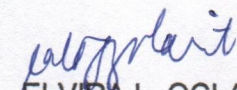
Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

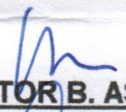
FINAL NUMERICAL RATING 4.773

ADJECTIVAL RATING: OUTSTANDING

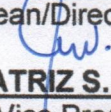
Prepared by: 
DENNIS G. GODOY
Name of Staff

Reviewed by: 
ELVIRA L. OCLARIT
Department/Office Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DENNIS G. GODOY, of the DEPARTMENT OF PEST MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to December, 2022.

DENNIS G. GODOY
Ratee

Approved: ELVIRA L. OCLARIT
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services	# of lab. Materials issued	Issued laboratory equipment to students & lab. Instructors	20*	117	5	5	5	5.0	
	# of chemicals /reagent requested	Prepared chemicals, reagents, dispersing of culture media	20*	6	5	4	5	4.67	Only graduating students avail the service bc of the pandemic
	# of microscopes cleaned	Cleaned microscopes	50*	51	5	5	5	5.0	
	# of sterilized glasswares	Sterilized glasswares	50*	100	5	5	5	5.0	
	# conduct equipment maintained and checked	Equipment maintained and checked	50*	69	5	5	5	5.0	
	# of times an inventory was conducted	Conducted inventory of laboratory supplies and equipment	2*	1	5	4	5	4.67	
	# of calibrated instrument and equipment	Perform calibration of instrument and equipment	10*	-	-	-	-	-	Waiting for unilwide university calibration
Total Over-all Rating								29.34	

*remaining targets will be accomplished on July-December 2022

Average Rating (Total Over-all rating divided by 4)		4.89
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.89
ADJECTIVAL RATING		OUTSTANDING

Attend training and seminar
for proper handling of and
disposal of chemical and
cleaning of microscopes

Evaluated & Rated by:

ELVIRA L. OCLARIT
Dept/Unit Head

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Date: 7/26/22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: 7-28-22



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY – JUNE 2022

Name of Staff: DENNIS G. GODOY Position: LAB.TECH. I

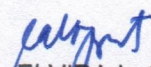
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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 improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1

Total Score						
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		54				
Average Score		4.5				

Overall recommendation : _____


 ELVIRA L. OCLARIT
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DENNIS G. GODOY

Performance Rating: OUTSTANDING

Aim: Proper handling and disposal of chemicals; maintenance of microscopes

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Attend training and seminar for proper handling and disposal of chemicals and
cleaning of microscopes.

Result:

Date: _____ Target Date: _____

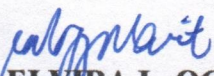
Next Step:

Outcome: _____

Final Step/Recommendation:

Should attend training and seminars.

Prepared by:


ELVIRA L. OCLARIT
Unit Head

Conformer:


DENNIS G. GODOY
Name of Ratee Faculty/Staff