

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: ARACELI M. MANAGBANAG

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.58	70%	3.21
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.0	30%	1.50
TOTAL NUMERICAL RATING			4.71

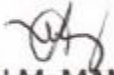
TOTAL NUMERICAL RATING: 4.71


Add: Additional Approve Point, if any: _____

TOTAL NUMERICAL RATING: 4.71ADJECTIVAL RATING: OUTSTANDING


Prepared by:

Reviewed by:


ARACELI M. MANAGBANAG
 Name of Staff


ALESIA A. VILLOCINO
 Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
 Chairman, PMT


Approved:


EDGARDO E. TULIN
 President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Ms. Araceli M. Managbanag, Administrative Aide III of the Institute of Human Kinetics 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 to December 2017.


ARACELI M. MANAGBANAG
 Ratee


ALFI A. VILLOCINO
 Director, ~~HK~~
 Date: _____

MFO & PAPS	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services									
Efficient and customer-friendly frontline service	0% complaint from client served	Served clients	100% no complaint	100% no complaint	5	5	5	5	
Student Development & Welfare Support	Percentage of documents requested by students served on time 1. Varsity Financial Assistance Form 2. Varsity PE classes exemption forms 3. Travel Forms prepared for Varsity for invitational competitions a. Travel Order b. Waiver/Parental Consent c. Itinerary of Travel (Appendix A) d. Travel Complete (Appendix B) c. Travel Vouchers	Percentage of documents served as requested	80%	90%	5	5	5	5	1st sem., SY 2017-18 Attendance to invitational tournaments
		Released forms to Varsity athletes and facilitated for heads approval	75%	80%	4	5	5	4.67	
		Prepared travel documents to varsity athletes joining invitational tournaments	70%	75%	4	4.5	4.5	4.33	
	Number of students grades and completion of Grades served and released	Released grades to students applying for financial assistance	50	50	4	4	4	4	
	Percentage of documents requested by students served on time	Issued documents on time as requested	75%	80%	4	4	5	4.33	

	Percentage of VSU Gym & University Sports Facilities & bill of accounts served on time	Served & logged VSU Gym & Sports facilities reservations	70%	75%	4	5	4.5	4.50	
Teaching Performance Evaluation	Number of faculty/subjects sections evaluated and evaluation instruments submitted to OVPI within the day of evaluation	Facilitated teaching performance evaluation and submitted the same to OVPI	15	20	4	5	5	4.67	1st sem., SY 2017-2018
	Number of IPCRs encoded and reproduced	Encoded and reproduced IPCR as scheduled	4	4	4	4	4	4	1st sem., SY 2017-2018
Teaching Load	Number of Individual Faculty workload prepared/computed & submitted/approved by the Dean within 1 day from submission	Prepared/encoded and submitted Individual Faculty workload	10/faculty	11	4	5	5	4.67	1st sem., SY 2017-2018
	Number of teaching load/subjects/sections prepared/encoded/reported/submitted	Actual teaching load/subject/sections reported/prepared/encoded	80	80	4	4	4	4	1st sem., SY 2017-2018
	Number of Projected Faculty Workload prepared as supporting documents for renewal of appointment/hiring of new instructors	Prepared/computed projected faculty workload	15	33	5	5	5	5	1st sem., SY 2017-2018
Secretariat Works	Number of documents prepared/ encoded and submitted within a specified time <ul style="list-style-type: none"> ● Standard Government Forms - DTRs/CSRS - Payrolls for Job Order/Student Assts. - Purchase Request - Travel Order - Disbursement Vouchers - RIS - Trip Tickets - Cash Advance/Liquidation/ Reimbursement -Travel - Cash Advance -Purchases - Contract of Services (JO) 	Prepared/encoded and submitted documents within specified time	200	210	4	4	5	4.33	

Other Services	Number of payrolls prepared for honorarium/incentives allowance of Varsity athletes, Coaches & Asst. Coaches/Faculty, Staff & Students Intramurals/SCUAA Judges/hired officiating officials	Prepared payrolls for honorarium/incentives within specified time	20	40	5	5	5	5	September 2017 December 2017
	Number of budget proposal finalized	Assisted in finalizing budget proposal	2	5	4	4	4.5	4.17	
	Percentage of documents facilitated for unit head's approval/signature	Facilitated documents for unit head's approval/signature	95%	98%	5	5	5	5	
Total Over-all Rating					69	73.5	75.5	75.33	218
Averaged Rating					4.31	4.59	4.72	4.71	18.33

Overall divide by number of items of									
Average Rating (Total Over-all rating divided by 4)		18.33	4.58						
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING									
ADJECTIVAL RATING									

Comments and Recommendations for Development Purposes

Received by: TERESITA L. QUIÑANOLA
 Planning Office
 Date: _____

Calibrated by: REMBERTO A. PATINDOL
 Chairman, PMT
 Date: _____

Recommending Approval
BEATRIZ S. BELONIAS
 Vice-Pres. for Instruction
 Date: _____

Approved: EDGARDO E. TULIN
 President
 Date: _____

Instrument for Performance Effectiveness of Administrative Staff
Rating Period: July-December 2017

Name of Staff: ARACELI M. MANAGBANAG Position: Administrative Aide III

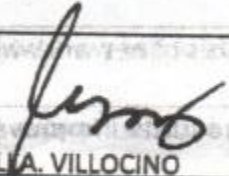
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost 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 make the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2. Makes self-available to clients event beyond the official time.	5	4	3	2	1
3. Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDS, 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 specified 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						
Average Score						

Overall recommendation : _____


 ALELIA VILLOCINO
 Name of Head