



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff:

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	70%	3.27
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	14.77
TOTAL NUMERICAL RATING			4.77

TOTAL NUMERICAL RATING: 4.77


Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.77

FINAL NUMERICAL RATING 4.77

ADJECTIVAL RATING: Outstanding

Prepared by:


Sean O. Villagonzalo
Name of Staff


Reviewed by:


Daniel Leslie S. Tan
Department/ Office Head

Recommending Approval:

N/A
Dean/Director

Approved:


Daniel Leslie S. Tan
Vice President

I, Sean O. Villagonzalo, of the University Connectivity Center 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 2022.

Ratee

VP for Admin. & Finance

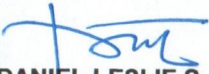
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Average Rating (Total Over-all rating divided by 4)		4.67
Additional Points:		
Punctuality	XX	
Approved Additional points (with copy of approval)	XX	
Final Rating		4.67
Adjectival Rating		Outstanding

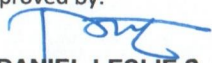
**Comment & Recommendation for
Development Purpose:**

Evaluated & Rated by:

Recommending Approval:


DANIEL LESLIE S. TAN
VP for Admin & Finance

N/A
Dean/ Director

Approved by:

DANIEL LESLIE S. TAN
VP for Admin & Finance

Date: _____

Date: _____

Date: _____

1- Quality

2- Efficiency

3- Timeliness

4- Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2022

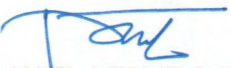
Name of Staff: Sean O. Villagonzalo Position: Engineer III

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 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	25				
Average Score	5				
Overall recommendation	: Attend Management Trainings / Advance Training.				


DANIEL LESLIE S. TAN
 VP for Admin. & Finance

EMPLOYEE DEVELOPMENT PLANName of Employee: Sean O. Villagonzalo

Performance Rating: _____

Aim:

ICT is very dynamic technology and this requires a very dynamic skills of manpower, hence the ICT personnel must be very dynamic in learning new things related to ICT annually.

Proposed Interventions to Improve Performance:**Date:** July - December 2022 **Target Date:** December 31, 2022**First Step:**

Find regional and national short term trainings, seminar, workshop, conference & Convention related to ICT.

Result:

Several regional, national ICT related trainings are available.

Date: January - June 2023 **Target Date:** June 30, 2023**Next Step:**

Send SOVillagonzalo to ICT related training, seminars, workshop, conference & convention.

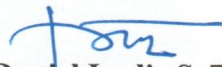
Outcome:

- Improved skills and technique due to training, seminars attended.
- Faster resolution of ICT related problems due to enhanced skills.
- Improved ICT analytic skills due to training attended.

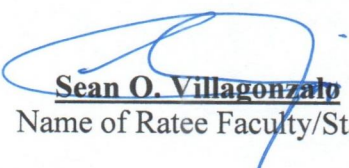
Final Step/Recommendation:

- Due to the dynamism in Electronics & ICT technology itself, continue sending SOVillagonzalo annually to training, seminar, workshop, conference and conventions related to his field of engineering like IECEP (w/ CPE credits) and other ICT related field not only in the country but as well as international level.

Prepared by:


Daniel Leslie S. Tan
VP for Admin & Finance

Conforme:


Sean O. Villagonzalo
Name of Ratee Faculty/Staff