

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: Maria Verjie Q. Subere

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.8	.70	3.36
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	.30	1.44
TOTAL NUMERICAL RATING			4.8

TOTAL NUMERICAL RATING: 4.8  
Add: Additional Approved Points, if any:  
TOTAL NUMERICAL RATING: 4.8

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

MARIA VERJIE Q. SUBERE  
Name of Staff

OTHELLO B. CAPUNO  
Department/Office Head

Recommending Approval:

Approved: JOSE L. BACUSMO  
Dean/Director  
OTHELLO B. CAPUNO  
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Maria Verjie Q. Subere**, of the **Office of the Vice President for Research and Extension** - Office of the Director for Research 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 1 to December 31, 2018**.

  
MARIA VERJIE Q. SUBERE  
Ratee

Approved:

  
OTHELLO B. CAPUNO  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Efficient & customer-friendly assistance	90% of office visitors and queries ushered/attended efficiently		50	100	4.8	4.8	4.8	4.8	
Research administrative support services	Number of clientele served/ registered during the Farmers Field Day	Assist/ facilitate registration of participants and the conduct of the raffle draw. Purchase and preparation of registration materials and raffle prizes	1,800	2,093	4.9	4.9	4.9	4.9	
	Number of Powerpoint presentations prepared		1	4	4.5	4.5	4.5	4.5	
	Number of communication, correspondence, prepared and released	Draft preparation, reproduction and ready for release. Intranet messaging for information dissemination	50	70	4.9	4.9	4.9	4.9	
Scientific fora (Capability building)	Number of scientific fora hosted/ coordinated /facilitated	<b>Prepare:</b> program, backdrop, communication, letter requests, certificates, attendance sheet; <b>Facilitate:</b> documentation,	5	15	5.0	4.9	4.9	4.93	

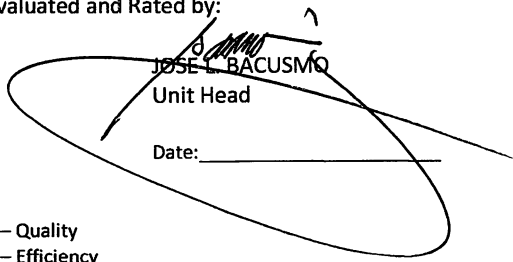
		evaluation forms							
		Search for Best Paper	1	2					
		In-House Review	2	11					
		Seminar Series	1	1					
		Regional Symposium	1	1					
	Number of certificates issued during scientific <i>fora</i> and other OVPRE-related activities	Layout, production and facilitate distribution of certificates	30	50	5.0	4.8	4.7	4.83	
	Number of programs layouted and produced for the scientific <i>fora</i> and other OVPRE-related activities	Layout, production and facilitate distribution of programs	10	100	5.0	5.0	4.9	4.97	
<b>Monitoring and Evaluation</b>	Individual faculty workload reviewed	Review individual faculty workload	100	207	4.9	4.7	4.5	4.70	
	Number of individual leave status reviewed	Review individual leave status	10	50	4.9	4.7	4.5	4.70	
<b>Project Monitoring, evaluation and review in the implementation of Research Programs/ projects/ studies</b>	Number of R&D programs/ projects/ studies facilitated during review	Assists in the monitoring and evaluation of the university's R & D programs and activities: <b>Prepare:</b> Evaluator's Kit and Evaluation Forms; <b>Facilitate</b> : distribution of papers under review, documentation ,data consolidation	100	150	4.8	4.8	4.7	4.77	
	Number of reviews (AIHR, Search for Best Paper, regional symposia) coordinated/ facilitated/ assisted	Assist in the production of R & D related review materials, program preparation, draft communication, result consolidation, facilitate documentation and compilation of papers	3	3	4.8	4.8	4.8	4.8	

[illegible]

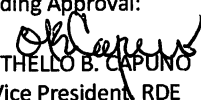
Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.80
ADJECTIVAL RATING		

Comments & Recommendations  
for Development Purpose:


Evaluated and Rated by:

  
JOSE L. BACUSMO  
Unit Head  
Date: \_\_\_\_\_

Recommending Approval:

  
OTHELLO B. CAPUNO  
Vice President, RDE  
Date: \_\_\_\_\_

Approved by:

  
OTHELLO B. CAPUNO  
Vice President, RDE  
Date: \_\_\_\_\_

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

# Annex O

## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2018

Name of Staff: Maria Verjie Q. Subere

Position: Science Res. Assistant


**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		58 ÷ 7 = 8.3				

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 : \_\_\_\_\_

  
**OTHELLO B. CAPUNO**  
Head of Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIA VERJIE Q. SUBERE

Signature: \_\_\_\_\_

Performance Rating: Outstanding

Aim: *To have an efficient M&E of Research Programs/ projects/ studies implemented by VSU researchers.*

Proposed Interventions to Improve Performance

Date: July 1, 2018

Target Date: December 31, 2018

First Step:

1. Continue implementation and improvement of systematic M&E/ recording of research documents.

Result:

1. Faster data retrieval.

Date: January 1, 2019

Target Date: June 1, 2019

Next Step

1. Improve/adjust/modify data management system to further increase efficiency.

Outcome:

1. Efficient data retrieval.

Final Step/Recommendation:

Recommended for promotion.

Prepared by:

OTHELLO CAPUNO  
Unit Head

Conforme:

MARIA VERJIE Q. SUBERE  
Name of Ratee Staff