

Visayas State University  
Visca Baybay City, Leyte PHILIPPINES  
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## Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF  
July to December 2022

Name of Administrative Staff **ANTONIO Y. ABAYABAY**

Particulars (1)	Numerical rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.80	70%	3.36
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.425
TOTAL NUMERICAL RATING			4.785

Total numerical rating: 4.785

Add: Additional approved points, if any:

**TOTAL NUMERICAL RATING:** 4.785

FINAL NUMERICAL RATING: 4.785

ADJECTIVAL RATING: 4.783  
Outstanding

Prepared by:

ANTONIO Y. ABAYABAY  
Name of Staff

Reviewed by:

MARISEL A. LEORNA  
NCRC Director

Approved:

MARIA JULIET C. CENIZA  
Vice President, REI



**Vision:**  
**Mission:**

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge  
and innovative technologies for sustainable communities and environment.

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FM-HRM-27  
v0 11-12-2021

No. 12-2022





Visayas State University  
NATIONAL COCONUT RESEARCH CENTER - VISAYAS  
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR) - ACCOMPLISHMENT

I, ANTONIO Y. ABAYABAY, Admin Aide VI of the National Coconut Research Center - Visayas, 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

ANTONIO Y. ABAYABAY  
Admin. Aide VI

MARISEL A. LEORNA  
Director, NCRC-V

Date: \_\_\_\_\_

MFO No.	MFOs/PAPs	Success Indicator (SI)	Task Assigned	Target	% of Accomplishmen ts	Details of Accom- plishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
	General Administration and Support Services (GASS)										
8	Administrative and Facilitative Services										
	Efficient and customer friendly frontline services	A35: Number of frontline services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	Customer friendly frontline services	100% customer friendly	100.00%	100% customer friendly	5	5	5	5.00	
	Efficient office management and maintenance		Prepares/encodes/ prints research/ extension reports and budget	6	433.33%	26	5	5	5	5.00	
			Assists/encodes/ prints research proposals on coconut	2	100.00%	2	4	4	4	4.00	
			Prepares/encodes OPCR/IPCR	1 OPCR; 10 IPCR	100.00%	11	4	5	4	4.33	
			Controls document and assigns document control number	50	1080.00%	540	5	5	5	5.00	
			Encodes and prints barcode. of document for tracking	50	1080.00%	540	5	5	5	5.00	
			Prepares Faculty Workloads,, class schedule	6	116.67%	7	5	5	5	5.00	
			Prepares/prints communication and notice of meetings	6	150.00%	9	5	5	5	5.00	



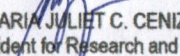
			Prepares/prints project/study leaders appointment	5	100.00%	5	4	5	5	4.67	
			Scans/prints documents (MOA/MOU.	15	800.00%	120	5	5	5	5.00	
			Sorts/consolidates documents for filing	150	233.33%	350	5	5	5	5.00	
			Downloads/prints office e-mail sent/receives.	50	730.00%	365	5	5	5	5.00	
		Others: Acts as BAC Secretariat	Prepares and submits List of Projects/Programs/Activities (On-going, completed and for implementation) to COA	2 quarter reports	100.00%	2 quarter reports	5	4	5	4.67	
			Sends thru Courier Notice of Award, Notice to Proceed, Pos, etc to Suppliers	20	180.00%	36	5	5	5	5.00	
			Reproduce/duplicates bidding documents to be submitted to COA	20 sets	100.00%	20	4	5	4	4.33	
										4.800	
Average Rating			4.800	Comments and Recommendations for Development Purpose:  <i>Hardworking.</i>							
Punctuality											
Approved Additional Points (w/ copy of Approval)											
FINAL RATING			4.800								
ADJECTIVAL RATING			OUTSTANDING								

Evaluated by:

  
MARISEL A. LEORNA  
Center Director

Date: \_\_\_\_\_

Approved:

  
MARIA JULIET C. CENIZA  
Vice President for Research and Extension

Date: \_\_\_\_\_



## PERFORMANCE MONITORING FORM

Name of Employee: ANTONIO Y. ABAYABAY

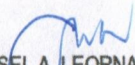
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1	Prepares/encodes/ prints research/ extension reports and budget	26 research/ extension reports and budget	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
2	Assists/encodes/ prints research proposals on coconut	Encoded research proposals on coconut	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
3	Assists/helps facilitates training	Assists/helps facilitates trainings	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
4	Prepares/reproduces brochures/leaflets	Prepares/reproduces brochures/leaflets	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
5	Encoded & filed OPCR/IPCR	Prepares/encodes 1 OPCR/10 IPCR	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
6	Prepares Workloads,, class schedule	Encoded Workloads, class schedule	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
7	Prepares/prints communication and notice of meetings	Prepares/prints communication and notice of meetings	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
8	Prepares/prints project/study leaders appointment	Prepares/prints project/study leaders appointment	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
9	Scans/prints documents (MOA/MOU.	Scans/prints documents (MOA/MOU.	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
10	Sorts/consolidates documents for filing	Sorts/consolidates 250 documents for filing	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
11	Downloads/prints office e-mail sent/receives.	Downloads/prints office e-mail sent/receives.	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
12	Entertains coconut farmers/cilents and visitors	Entertains coconut farmers/cilents and visitors	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
13	Assists and help facilitates RDE In-house Review and Planning Workshop	Assists and help facilitates planning Workshop	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
14	Prepares/prints project/study reports for RDE In-house Review and Planning Workshop	Prepares/prints project/ study reports for RDE In-house Review and Planning Workshop	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	



15	Controls documents and assigns document control number	Assigned document control number	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
16	Encode and prints barcode of document for tracking	Tracked documents	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
17	Prepares and submits List of Projects/Programs/Activities (Ongoing, completed and for implementation) to COA	2 Quarterly reports submitted	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	
18	Sends thru Courier Notice of Award, Notice to Proceed, Pos, etc to Suppliers	36 Sent BAC documents	July 2022	December 2022	Jul to Dec 2022	Impressive	Very Satisfactory	

\* Either very impressive, impressive, needs improvement, poor, very poor

\*\* Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

  
MARISEL A. LEORNA  
Center Director





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December 2023

Name of Staff: ANTONIO Y. ABAYABAY Position: Admin Aide IV

**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						

57/12 = 4.75

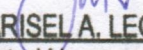
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Total Score					
B. Leadership & Management (For supervisors only to be rated by higher supervisor)					Scale
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	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 : Hard working

  
**MARISEL A. LEORNA**  
 Printed Name and Signature  
 Supervisor



**PERFORMANCE MONITORING & COACHING JOURNAL**

Rating Period: JULY to DECEMBER 2022

	1 <sup>st</sup>	Q U A R T E R
	2 <sup>nd</sup>	
✓	3 <sup>rd</sup>	
✓	4 <sup>th</sup>	

Name of Officer : **ANTONIO Y. ABAYABAY**Head of Section : **MARISEL A. LEORNA**

Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
Monitoring ISO documents	√	√			
Coaching ISO Procedures, documents	√	√			

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

**MARISEL A. LEORNA**

Immediate Supervisor

Noted by:

**ROSA OPHELIA D. VELARDE**

Next Higher Supervisor

cc: OVPI  
ODAHRD  
PRPEO



**EMPLOYEE DEVELOPMENT PLAN**  
**Rating Period: July to December 2022**

**Name of Employee:** ANTONIO Y. ABAYABAY  
**Performance Rating:** Outstanding

**Aim:** To become an effective and efficient frontliner of VSU

**Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:**

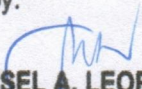
**Date:** July 1, 2022 **Target Date:** July 18, 2022

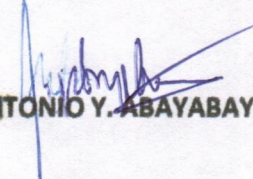
**First Step:** \_\_\_\_\_  
\_\_\_\_\_  
Meeting with the concerned staff to discuss the documents and  
procedures required for the next ISO audit.

**Date:** September, 2022 **Target Date:** November, 2022

**Next Step:** \_\_\_\_\_  
Review the audit procedures, secure a copy of the required documents and  
file a copy .

**Final Step/Recommendation:** \_\_\_\_\_  
Attend more refresher seminars/meetings related to ISO to get new updates of the procedures.  
\_\_\_\_\_  
\_\_\_\_\_

Prepared by:  
  
**MARISEL A. LEORNA**  
Unit Head

Conform:  
  
**ANTONIO Y. ABAYABAY**