



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **ARRAH MAE C. GODOY**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.88	70%	3.41
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	1.5
TOTAL NUMERICAL RATING			4.91

TOTAL NUMERICAL RATING: 4.91

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING 4.91

ADJECTIVAL RATING: Outstanding

Prepared by:

ARRAH MAE C. GODOY
Name of Staff

Reviewed by:

JOSEFINA M. LARROSA
Office Head

Recommending Approval:

ARGINA M. POMIDA
IGP Director

Approved:

DILBERTO O. FERRAREN
VP for PRGEA

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ARRAH MAE C. GODOY** of the VSU Pavilion and Guest House, 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 2019.

ARRAH MAE C. GODOY
Ratee

Approved: **JOSEFINA M. LARROSA**
Head of Unit



MFO & PAPs	Success Indicators	Tasks Assigned	Target Jan. – Dec. 2019	Actual Accomplishment July – Dec. 2019	Rating				Remarks 16 JO workers in support to operation
					Q ¹	E ²	T ³	A ⁴	
Efficient & customer friendly frontline service	Zero percent complaint from client served	<ul style="list-style-type: none"> Attend to food reservation and serving 	Zero valid complaint	No valid complaint	5	5	5	5	
Food catering services & pavilion canteen operations	No. of food catering services & daily canteen operations	<ul style="list-style-type: none"> Attend to food reservation and serving 	1,200 catering services& canteen operations	950 catering & canteen operations	5	5	5	5	
Administrative Services	% of financial documents prepared and processed for collection and payments	<ul style="list-style-type: none"> Collect and issue OR on daily cash sales at VSU pavilion Takes charge in preparation on billing statement of credit sales Prepares monthly reports of cash/credit sales, collections Prepare cash/check remittances to cash division Prepare replenishments of imprest funds Prepare payments to food suppliers Prepare job requests, trip tickets, etc. Prepare payrolls of JO and emergency laborers 	100% of financial documents prepared and processed	97% of financial documents prepared and processed	5	5	4	4.66	
Total Over-all Rating								14.66	


Control No. 002

Average Rating (Total Over-all rating divided by 3)		4.88
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.88
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for
Development Purpose:**

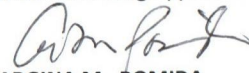
need to attend / participate in
capacity building training/activities.

Evaluated and Rated by:


JOSEFFINA M. LARROSA
Unit Head

Date: _____

Recommending Approval:


ARGINA M. POMIDA
IGP Director

Date: _____

Approved:


DILBERTO O. FERRAREN
VP for Planning, Resource Generation & External Affairs

Date: _____

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - December 2019

Name of Staff: Arrah Mae C. Godoy Position: Food Service Supervisor

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

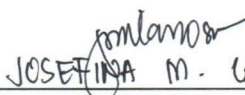
A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits 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

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



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					
Average Score	5				

Overall recommendation : _____


JOSEFINA M. LARROSA
Printed Name and Signature
Head of Office

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
	3 rd	
	4th	

Name of Office: VSU Guesthouse/Pavilion

Head of Office: Josefina M. Larrosa

Number of Personnel: 20 (3 Regular, 1 Casual + 16 SO)

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Staff meeting to discuss role in the organization and feedback from customers		as the need arises		Teambuilding activity to improve/strengthen camaraderie among staff	
Coaching Discusses feedbacks from customers to improve work performance/output.		as the need arises			

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

Conducted by:
JOSEFINA M. LARROSA
Immediate Supervisor

Noted by: ARGINA M. POMIPA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Arrah Mae C. Godoy
Performance Rating: _____

Aim: Effective delivery of services.

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: December 2019

First Step: Staff meeting to inform staff of their role in the organization
and feedback from customers.

Result: Improved Performance

Date: July 2019 Target Date: December 2019

Next Step: Staff meeting every now and then especially if there are
big events.

Outcome: Improved Performance

Final Step/Recommendation:

Recommended to attend trainings related to job description.

Prepared by:

Josefina M. Carrasa
Unit Head

Conforme:

Arrah Mae C. Godoy
Name of Ratee Faculty/Staff