

## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **ARLIN B. FLANDEZ**


Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.63	4.63 x 70%	3.24
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	4.66 x 30%	1.40
<b>TOTAL NUMERICAL RATING</b>			<b>4.64</b>

TOTAL NUMERICAL RATING: **4.64**  
 Add: Additional Approved Points, if any: **0.00**  
 TOTAL NUMERICAL RATING: **4.64**  
 ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
**ARLIN B. FLANDEZ**  
 Administrative Aide VI

Reviewed by:

  
**FRANCISCO G. GABUNADA, JR**  
 Executive Assistant, OP

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
 Chairman, PMT

Approved:

  
**EDGARDO E. TULIN**  
 President

Approved:

Ratee

Executive Assistant, OP

[illegible]

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ARLIN B. FLANDEZ, of the Internal Audit Service Office (IASO) commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 30, 2018.

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

Comments & Recommendations for Development Purpose:

*Acceptable performance  
Need to be updated and expressed on recent  
directions and practices.*

Evaluated & Rated by:



**FRANCISCO G. GABUNADA, JR.**

Executive Assistant, OP

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

Recommending Approval:



**REMBERTO A. PATINDOL**

Vice President for Admin. & Finance

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

Approved by:



**EDGARDO E. TULIN**

President

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

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

## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: \_\_\_\_\_ January to June , 2018 \_\_\_\_\_  
 Name of Staff: \_\_\_\_\_ Arlin B.Flandez \_\_\_\_\_ Position: \_\_\_\_\_ AA VI \_\_\_\_\_

**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

<b>A. Commitment (both for subordinates and supervisors)</b>		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	56				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>	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 : \_\_\_\_\_

  
 FRANCISCO G. GABUNADA, JR.  
 Name of Head

Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Arlin B. Flandez

Performance Rating: January 1 to June 30, 2018

Aim: To maximize the productivity potential of our Clerk

Proposed Interventions to Improve Performance:

Date: June 1, 2018 Target Date: June 15, 2018

First Step:

Individual consultation with Ms. Flandez on how to prepare our records for the continuation of 5S implementation

Result:

Disposal of old files and the implementation of filing in accordance with the 5S

Date: July 15, 2018 Target Date: September 15, 2018

Next Step:

Dialogue on attendance of AGIA convention

Outcome: Recommend to attend the convention of AGIA in Davao City

Final Step/Recommendation:

Recommend to attend AGIA convention

Prepared by:

  
FRANCISCO G. GABUNADA, JR.  
Unit Head

Conforme:

  
ARLIN B. FLANDEZ  
Name of Ratee Faculty/Staff