SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERT C. PENALOSA

July - December 2018

Program Involvement (1)	Percent age Weight of Involve- ment (2)	Numerica (Ratin (3	g x%)	Equivale nt Numeric al Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.92x50%	2.46	
b. Students (50%)		4.33x50%	2.17	
Total for Instruction	90%		4.63	4.16
2. Research				
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
Total for Research	0%			0.00
3. Extension		Control of the Contro	burndinensy a rojanou projecolning rzelenoku kom	
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)	1			
Total for Extension	5%	Partiera Research and Company of the System Andrewski and Company of the System Company of the System Company	5,00	0.25
4. Administration	5%		4.83	0.24
5. Production				
TOTAL	100%	AMANUTURE TO THE SOURCE HIS STREET, AND SHOULD SEE THE		4.65
EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any:	eer Baaren seen suuree en naar varantaisen varantaisen varantaisen varantaisen varantaisen varantaisen varanta	«Контоннова подоволо разпоро сторо с подово до под рого на на	4.65 <u>0</u>	magai Pamagapan ka kani ka ang magaman ana

TOTAL	10070	7.03
EQUIVALENT NUMERICAL RATING:		4.65
Add: Additional Points, if any:		<u>O</u>
TOTAL NUMERICAL RATING:		4.65

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

BERT C. PEÑALOSA

Name of Faculty

ANTONIO P. ABAMO

Head, DBM

Recommending Approx

ANTONIO P. ABAMO Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

SUMMARY OF MUNYIOUAL PAYING OF FACULTY MEMBERS WITH MULTIPLE RESURTIONS

Name of Faculty Member: BSRT C. PENALOSA

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Huad, DBMF

ADJECTIVA LIRATING:

Prepared by .

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INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, BERT C. PEÑALOSA, Instructor of the Department of Business and Management 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 2018 - December 2018 ok

Ratee

Approved:

ANTONIO P. ABAMO

Head, DBM

MEO-/DAD-	Success Indicators	Tasked	Toract	Percentage of	Actual Accomplishme		Ra	ating		Remarks
MFOs/PAPs	Success indicators	Assigned	Target	Actual Accomplish	nt nt	Q1	E2	Т3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored	Teaching								
	PI3: Percentage increase in number of graduate students enrolled PI4: Percentage increase in the number of students who graduated within prescribed period									
Higher Education Services	Full Time Equivalent (FTE)	Teaching	20.00	179%	35.85	5	5	5	5.00	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler	1	200%	2	5	5	5	5.00	
	Revised IM's within the last 3 years									
	Advising									
	Approved case study manuscript	Adviser			1	5	5	5	5.00	
	Approved thesis outline									
	Approved thesis manuscript									
	Student Advising and Consult Services:				A STATE					
	Number of student org advised	Adviser								
	Student-related activities assisted	Adviser	1	100%	1	5	5	4	4.67	
	Student advised as academic adviser	Adviser					100			
	Academe/Industry Linkage established:				AC					
	International	1236								

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	Number of Professorial Chair awardee									
	Number of Scholarships availed									
Advanced education										
	Number of Graduates within prescribed period:		·							
	Masters									-
·	Diploma									
<u> </u>	IMs Developed/Revised and Utilized			·						
	Revised IM's within the last 3 years				1.					
	Number of Student Research Advising									
	Approved special problem manuscript		·							
	Approved research outline									
	Student Advising and Consult Services:									
	Number of student organizations advised									
	Number of student-related activities assisted									
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Research Services	Number of Outputs Fubished in OFILD accredited									
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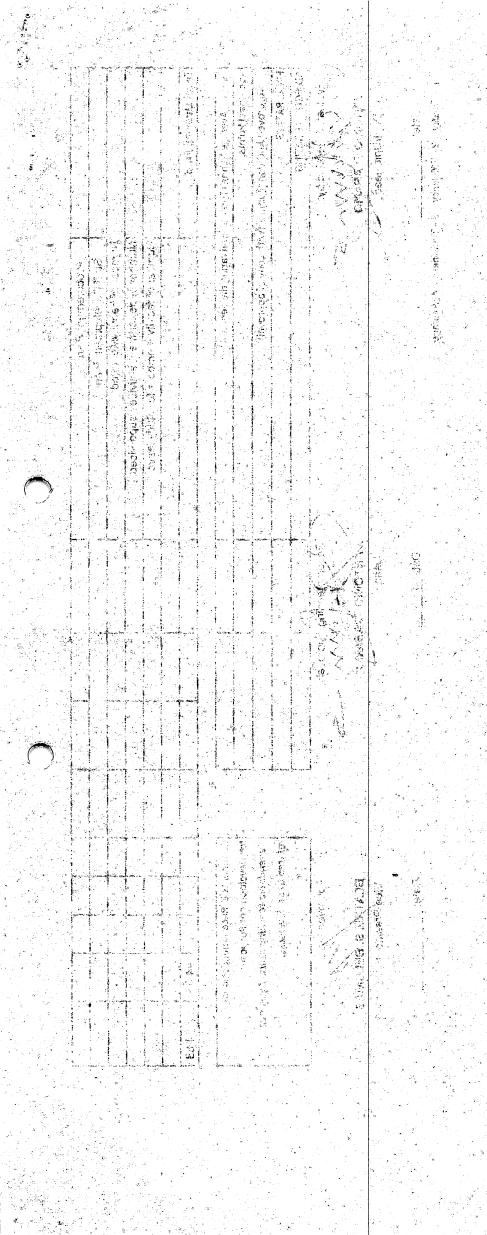
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Extn Services	Number of person-days trained	Trainor							1		1
	Number of trainings conducted	RP.			1	5	5	5	5.00		1
	Number of beneficiaries served:										1
	Groups/ Institutions	RP			1	5	5	5	5.00		1
	Individuals	RP						<u> </u>			1
	Awards recv (inter, natl, local):					1					1
	Individual										1
	Unit (Center, College, Department)							<u> </u>			1
	Technical/ Expert services										1
	Consultancy	Consultant			<u> </u>						1
	Commodity teams										1
	RDE reviewer/ panelist										1
	Resource person	_			·····						1.
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Seminars/symposium/						<u> </u>		<u></u>		<u> </u>	Į
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	Local/Regional	Participant								5.00	ļ ·
Admin Support				1				<u> </u>			
Services	No. of department meetings attended		. 4	175%	7	5	5	5	5.00		
	Membership in University committees	Member	<u> </u>			<u> </u>					
	Membership in College committees	Member		 		<u> </u>					
	Membership in the Department committees	Member	1	200%	2	5	5	4	4.67		
Department Head	Number of department meetings presided			· ·		<u> </u>	ļ	ļ	ļ		
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	Membership in university committees						ļ	ļ			
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	Procurement Plan						
	Staff Development Plan						
	Number of FacultyMentored						
	Number of department activities supervised					10000	
	Number of faculty members for study leave						
Total Over-all Rating						44.33	4.83
Additional Points:	al overall rating divided by 4) nts (with copy of approval)			for Dep	Development	hing skills. Must	get
ADJECTIVIAL RATING					area to agrica.	-mc33.	
Evaluated & Rated by: ANTONIO P: ABAMO Dept/Unit Head	5	ANTONIO P. ABA	m5	<u>L</u>	Approved BEATRIZ Vice Pre	S. BELONIAS	
Date:		Date			Date:		

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



PERFORMANCE MONITORING & COACHING JOURNAL

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Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: BERT C. PENALOSA

Anticitus		MECHAN	IISM		
Activity Monitoring	Me	eting	Memo	Others (Pls.	Remarks
Monitoring	One-on-One	Group	IVICIIIO	specify)	
Monitoring		Faculty meeting		Following up the progress of extension involvement of DBM	Very productive discussion
Coaching		How possible to develop teaching guides and tips for teaching effectively			Effective and successful

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

Conducted by:

ANTONIO P. ABAMO

Immediate Supervisor

Noted by:

ANTONIO ARAMO

Dean, CME

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Head of Offices Anguito P. Aberro

Number of Personnell BERT C PSNAIGSA

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Note: Please inclience the date in the appropriate box when the monitoring two conducted.

Candidated by:

ANTONIO P. ALAMO Immedia e Superviset

rydbatek

ANTONIO ATRUMA Dean, GME

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Bert C. Peñalosa

Performance Rating:

July-December 2018

Aim: To enhance extension services, research and innovative teaching skills.

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

Date: July, 2018

Target Date: December, 2018

First Step:

To attend extension service trainings, seminars and workshop activities related to research program.

Result:

Active participation in extension services and research workshop activities.

Date:

Target Date:

Next Step:

Serve as a resource person on extension seminars and workshop necessary for the association and members. Provide innovative teaching skills designed for agribusiness students.

Outcome:

Improved capability in extension service and research skills

Final Step/Recommendation:

To continue participating extension programs and research activities to upgrade competency to perform instruction and services.

Prepared by:

BERT C. PENALOSA

Conforme:

ANTONIO P. ABAMO

Unit Head