



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **ROMMEL D. BRAGA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.20	70%	2.94
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.67	30%	1.10
TOTAL NUMERICAL RATING			4.04

TOTAL NUMERICAL RATING: 4.04

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.04

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

JANSEL JOI C. VILLAS
Administrative Aide IV

Reviewed by:

VICENTE A. GILOS
Chief Librarian

Approved:

ALELI A. VILLOCINO
Vice President for SAS



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ROMMEL D. BRAGA**, of **UNIVERSITY LEARNING COMMONS (LIBRARY)** commits to deliver and agrees to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January to June 2024**.

ROMMEL D. BRAGA

Ratee

23 JUL 2024

Approved:

VICENTE A. GILOS

Head of Unit

25 JUL 2024

MFO & PAPs	Success Indicators	Tasks Assigned	Target January - December 2024	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 1. WORLD CLASS EDUCATION									
VSAS MFO 1.1 Efficient and Effective Library Services									
LS 2 Technical Services	PI 5.1 No. of books repaired and hardbound	Preservation and binding	100 volumes	150	5	5	5	5	
	PI 5.2 No. of books and journals cased in, assembled, and sewn	Assembles books/journals for hardcover	100 volumes	80	5	4	5	4.67	
LS 3 Reader's Services	PI 1 No. of hours rendered at the Control Area as Information Officer and Control Checker	Control tasks to maintain orderliness of entrance and exit doors	160 hours	120 hrs	5	4	4	4.33	
LS 4 Programs/ Trainings and Activities	PI 1. No. of activities, meetings, programs attended	Attends meetings	2 activity, meetings, etc.	4 activities	5	5	5	5	
	PI 2. No. of trainings/ webinars attended	Attends trainings	1 training/ webinar	3	5	5	4	4.67	
UMFO 2. General Administration and Support Services									
OVPSAS STO 2.3 Percentage of clients served that rated the services rendered at least very satisfactory or higher									
	PI 1. Efficient and customer-friendly frontline services: Zero percent of complaints from clients served	Frontline Services	0% Complaint	0% Complaint	5	5	4	4.67	

OVPSAS STO 2.4 Percentage of administrative services and financial/ administrative documents acted within time frame									
Income Generating Services	PI 1. Number of bound theses cover printed	Theses cover printing	500 volumes	300	3	3	4	3.33	
	PI 1.2. Number of theses trimmed, cased in, and sewn	Binding of theses	300 volumes	200	4	4	4	4	
	PI 6.2 No. of hours spent in cleaning and maintenance (in and out of the library building)	Cleaning and maintenance of library surroundings	400 hours	100 hrs	3	3	2	2.67	
	PI 6.3 No. of hours spent in roving and securing the building	Conducts ocular inspection to make sure electrical equipment and apparatus are turned off during closing time; opening/closing windows, doors, etc.	120 hours	80 hrs	4	4	4	4	
	PI 6.4 No. of hours spent in taking care and maintaining indoor ornamental plants	Take care of plants	120 hours	70 hrs	4	4	3	3.67	
OVPSAS STO 2.12 Percentage of ISO evidences compliant with existing ODAS/HRM quality procedures kept intact and readily available for audit									
	PI 1. Percentage of 5S implementation at the workplace	Admin. and Facilitative Services	90%	95%	4	4	5	4.33	
Total Overall Rating								50.34	

Average Rating (Total Over-all rating divided by 12)	4.20	Comments & Recommendations for Development Purposes: His attention to detail in repairing and restoring damaged books has greatly contributed to the preservation of our library's collection. While Rommel's technical abilities are commendable his consistent absences have led to delays in deliverable completion and increased workload for other team members. Set personal development goals to enhance technical skills in using advanced bindery equipment and digital binding tools. Set goals to improve attendance by identifying and addressing any underlying issues that may be contributing to frequent absences.
Additional Points:		
Approved Additional Points (with copy of approval)		
FINAL RATING	4.20	
ADJECTIVAL RATING	VS	

Evaluated & rated by:

VICENTE A. GILOS

Dept/ Unit Head

Date: 25 JUL 2024

Approved by:

ALELI A. VILLOCINO

VP – Student Affairs and Services

Date: JUL 25 2024

PERFORMANCE MONITORING FORM

Name of Employee: **ROMMEL D. BRAGA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Opens and closes doors and windows	15 minutes/ day	Jan 2, 2024	Jun 28, 2024	Jun 28, 2024	Impressive	Very Satisfactory	
2	Inspects the building to make sure that electrical equipment and apparatus are off	15 minutes/ day	Jan 2, 2024	Jun 28, 2024	Jun 28, 2024	Impressive	Very Satisfactory	
3	Takes care of the ornamental plants	60 hours	Jan 2, 2024	Jun 28, 2024	Jun 28, 2024	Impressive	Very Satisfactory	
4	Repairs library materials	50 volumes	Jan 2, 2024	Jun 28, 2024	Jun 28, 2024	Impressive	Very Satisfactory	
5	Thesis cover printing	250 volumes	Jan 2, 2024	Jun 28, 2024	Jun 28, 2024	Impressive	Very Satisfactory	
6	Binds Manuscripts	150 volumes	Jan 2, 2024	Jun 28, 2024	Jun 28, 2024	Impressive	Very Satisfactory	

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

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

Prepared by



VICENTE A. GILOS
Chief Librarian

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ROMMEL D. BRAGA**
Performance Rating: **JANUARY - JUNE 2024**

Aim: _____

Proposed Interventions to Improve Performance:

Date: **JANUARY 2024** Target Date: **JUNE 2024**

First Step: Seminar on Work-Life Balance may be appropriate for him.

Result:


Date: **JULY 2024** Target Date: **DECEMBER 2024**

Next Step: Employ more dialogues with him to discuss his absences. He should constantly be reminded to make him understand the consequences and process related to absenteeism.

Outcome: _____

Final Step/Recommendation:

Prepared by:


VICENTE A. GILOS
Chief Librarian

Conforme:


ROMMEL D. BRAGA



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **JANUARY-JUNE 2024**

Name of Staff: **ROMMEL D. BRAGA**

Position: **ADMINISTRATIVE AIDE III**

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 (<i>both for subordinates and supervisors</i>)		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		44				
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		3.67				
Overall recommendation:						


VICENTE A. GILOS
 Immediate Supervisor