

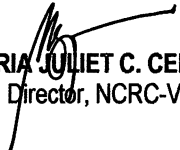
VISAYAS STATE UNIVERSITY  
Baybay City, Leyte

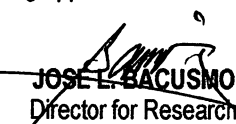
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS  
July to December 2018


Name of Faculty Member: **MARIO E. BALIAD**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2X3)
1. Instruction			
a. Head/Dean (50%)		4.890 x 50%	2.445
b. Students (50%)		4.000 x 50%	2.000
<b>Total Instruction</b>	25%	4.445	1.111
2. Research			
a. Client/Director for Research		4.400 x 50%	2.200
b. Dept. Head/Center Directors		5.000 x 50%	2.500
<b>Total for Research</b>	30%	4.700	1.410
3. Extension			
a. Client/Director for Extension		4.400 x 50%	2.200
b. Dept. Head/Center Directors		5.000 x 50%	2.500
<b>Total for Extension</b>	20%	4.700	0.940
4. Production	10%	5.000	0.500
5. Administration	15%	5.000	0.750
<b>TOTAL</b>	100%		4.711
EQUIVALENT NUMERICAL RATING			4.711
Add: Additional Points, if any			-
TOTAL NUMERICAL RATING			4.711
ADJECTIVAL RATING			Outstanding

Prepared by:  
  
**MARIO E. BALIAD**  
Name of Faculty

Reviewed by:  
  
**MARIA JULIET C. CENIZA**  
Director, NCRC-V

Recommending Approval:  
  
**JOSE L. BACUSMO**  
Director for Research

Approved:  
  
**OTHELLO B. CAPUNO**  
Vice President for Research & Extension



	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
	<i>In institutional fora/conferences</i>	Present relevant output on research conducted	2	4	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule	Conducted research on coconut and intercrops	2	4	5	5	5	5.00	
	PI 6. Amount of research money generated from external funding (Thousand PHP)	Generated funds for the conduct of researches							
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		50,000	410,000	5	5	5	5.00	
	PI 8. Additional outputs								
	Number of crop varieties conserved and utilized	Crop varieties conserved (Coconut genebank)	42	42	5	5	5	5.00	
<b>UMFO4. Extension/Production Services</b>									
<b>NCRC MFO 1. Extension Activities</b>									
	PI 1. Number of person-days trained weighted by length of training	Conduct trainings on coconut-related topics (resource person)	100	100	5	5	5	5.00	
	PI 2. Number of IEC materials/ technoguides developed/used		1	2	5	5	5	5.00	
	PI 3. Number of beneficiaries served								
	<i>Groups</i>		1	5	5	5	5	5.00	
	<i>Individuals</i>		150	150	5	5	5	5.00	
	PI 4. Number of extension projects conducted and/or completed on schedule	Supervision of approved extension project	1	2	5	5	4	4.67	
	PI 7. Amount of extension money generated from external funding (Thousand PHP)								
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)		30,000	74,000	5	5	5	5.00	
	PI 9. Additional outputs								
	Number of copies of IEC materials distributed	Supervised distribution of IEC materials to interested farmers/clients	50	200	5	5	5	5.00	
<b>NCRC MFO 2. Production Services</b>									
	PI 1. 10% increase of income generate to support university projects		10%	15%	5	5	5	5.00	
	PI 2. Number of IGP monitored, supervised and managed	Manage and monitor IGP 6.1 (Coconut Intercrops)	1	2	5	5	5	5.00	
<b>UMFO 6: General Administration and Support Services (GASS)</b>									

NCRC MFO 1. Administrative and Facilitative Services									
	VSU Landscape Services								
	PI 5. Number of frontline services monitored and ensured to be customer friendly & efficient	Monitored frontline services and ensured to be customer friendly and efficient (Landscape)	1	2	5	5	5	5.00	
	PI 9. Additional outputs								
	Supervision of landscape personnel	Manages, monitor, supervise landscape workers	3	15	5	5	5	5.00	
								4.963	
Average Rating		4.963	Comments and Recommendations for Development Purpose: <i>Keep up! Good job! May need to work on producing publications for the Center to demonstrate RDE outputs.</i>						
Punctuality									
Approved Additional Points (w/ copy of Approval)									
FINAL RATING		4.963							
ADJECTIVAL RATING		Outstanding							

Evaluated by:

MARIA JULIET C. GENIZA  
Unit Head

Recommending Approval:

JOSE L. BACUSMO  
Director for Research  
Date: \_\_\_\_\_

Approved:

OTHELLO B. CAPUNO  
Vice President for Research & Extension  
Date: \_\_\_\_\_

# PERFORMANCE MONITORING FORM

Name of Employee: MARIO E. BALIAD

Exhibit I

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.	Teaches Agronomy and Horticulture subjects	Full time equivalent teaching (13.5)	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
2.	Consultation with student on subject matter and other course-related activities	88 students consulted on subject matter and other course activities	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
3.	Adviser of student organization	Adviser of 2 student organization	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
4.	Present relevant output on research conducted during in-house review	Presents 4 research outputs during in-house review	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
5.	Implements and conducts approved research on coconut and intercrops	Implements/conducts 4 research projects	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
6.	Generates funds for the conduct of researches	Generates 410,000 for the conduct of research	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
7.	Conserves crop varieties (coconut genebank)	Conserves 42 crop varieties	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
8.	Conducts training on coconut-related topics as resource person	Conducts training on coconut-related topics (resource person)	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
9.	Develops technoguides/IEC materials on coconut technologies	Develops 2 technoguides/IEC materials on coconut	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
10.	Serves beneficiaries/Give out pineapple suckers and black pepper to interested clients and coconut farmers	Give out pineapple suckers and black pepper to 3 groups and 105 individuals	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
11.	Implements/conducts and supervises approved extension projects	Implements/conduct 2 approved extension project	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
12.	Generated funds for extension projects (institutional)	Generated 74,000 for extension projects funding (institutional)	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
13.	Supervises distribution of IEC materials to interested clients	Supervises/Distributes 200 leaflets on coconut to interested clients	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
14.	Increases 10% of IGP project to support university projects	15% income increase of IGP project on coconut intercrops	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
15.	Manages and monitors IGP project on coconut intercrops	Manages and monitors 1 IGP project	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
16.	Monitors frontline services and ensured to be customer friendly and efficient (Landscape and Waste Management Unit)	Monitors 1 frontline services in LSWMU	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	
17.	Manages, monitors and supervises LSWU workers	Manages, monitors and supervise 5 LSWMU workers	July 2018	Dec. 2018	Dec. 2018	Very impressive	Very Satisfactory	

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

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

MARIA JOYET C. CENIZA  
Center Director

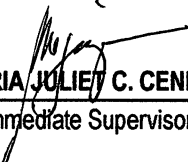
PERFORMANCE MONITORING & COACHING JOURNAL  
Rating Period: July - December 2018

	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 : MARIO E. BALIAD  
Head of Office : MARIA JULIET C. CENIZA  
Number of Personnel: 1

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. Specify)	
	One-on-One	Group			
<b>Monitoring</b> Field visits, meetings.					
	√	√			
<b>Coaching</b>  Consultation / seminars					
	√	√			

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

Conducted by:  
  
MARIA JULIET C. CENIZA  
Immediate Supervisor

Noted by:  
  
OTHELLO B. CARUNO  
Next Higher Supervisor

cc: OVPI  
ODAHRD  
PRPEO

EMPLOYEE DEVELOPMENT PLAN  
Rating Period: July - December 2018

Name of Employee: MARIO E. BALIAD  
Performance Rating: Outstanding

Aim: To enhance his knowledge in VSU's PRIME-HRM.

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

Date: July 1, 2018 Target Date: 3rd Quarter 2018

First Step:  
Enjoin him to attend trainings on PRIME-HRM.

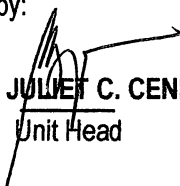
Result:  
Had successfully completed the PRIME-HRM training last August 24, 2018.


Date: October 24, 2018 Target Date: 4th Quarter 2018

Next Step:  
Enjoin him to review the VSU's PRIME-HRM on all 4 areas (1. Recruitment, Selection and Placement; 2. Learning and development; 3. Performance Management; and 4. Rewards and Recognition).

Outcome:  
Effective and efficient officer:  
Was able to use the knowledge especially in the process of hiring new staff in lieu of Prof. Tessie Nuñez.

Final Step/Recommendation:  
Attendance to higher level management and leadership trainings.

Prepared by:  
  
**MARIA JULIET C. CENIZA**  
Unit Head

Conforme:   
**MARIO E. BALIAD**