



## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

### Annex P

Name of Administrative Staff:

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	70%	3.27
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
<b>TOTAL NUMERICAL RATING</b>			<b>4.75</b>

TOTAL NUMERICAL RATING: 4.75

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.75

FINAL NUMERICAL RATING 4.75

ADJECTIVAL RATING: Outstanding

Prepared by:

Jerome G. Godoy  
Name of Staff

Reviewed by:

Sean O. Villagonzalo  
Department/ Office Head

Recommending Approval:

N/A  
Dean/Director

Approved:

Daniel Leslie S. Tan  
Vice President

"Accomplishment"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JEROME G. GODOY, of the Information & Communications Technology Management Center 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 2022.

**JEROME G. GODOY**

Ratee

Approved:

SEAN O. VILLAGONZALO

Head of Unit

MFOs/PAPs	Success Indicators	Target	Actual Accomplishment	Rating				Remarks
				Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
1. LAN Setup and Installation	Number of LAN lines installed	25	32	5	5	4	4.67	
	Number of computer LAN setup	15	18	5	5	4	4.67	
2. Computers and Equipment Repairs	Number computers and equipment repairs	5	5	4	5	5	4.67	
3. Technical Assistance	Number of instant messaging assistance	20	21	5	5	4	4.67	
	Number of Walk-In assistance	4	6	4	5	4	4.33	
	Number of video streaming assisted	4	6	5	5	4	4.67	
4. IDF Data Cabinet Preventive Maintenance	Number of Data Cabinet	7	8	5	5	4	4.67	
5. Utility Work	Number of utility work	5	6	5	5	5	5	
6. IP Phone, CCTV, Access Point, Network Switch, and Fiber Optic Cable Installation	Number of IP Phone installed	5	5	5	5	4	4.67	
	Number of CCTV installed	5	5	5	5	5	5	
	Number of Access Point installed	15	16	5	5	4	4.67	
	Number of Network Switch installed	10	10	5	5	4	4.67	
	Number of Fiber Optic Cable installed	4	6	4	5	4	4.33	
<b>Total Over-all Rating</b>							<b>4.67</b>	



Average Rating (Total Over-all rating divided by 4)		4.67
Additional Points:		
Punctuality	XX	
Approved Additional points (with copy of approval)	XX	
Final Rating		4.67
Adjectival Rating		Outstanding

**Comment & Recommendations for Development Purpose:**

*His technical skills is badly needed in our daily network operation & installation. It would be best if he is given a permanent position.*

Evaluated & Rated by:

SEAN O. VILAGONZALO

Dept./Unit Head

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

Recommending Approv: Approved by:

NA

Dean/Director

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

DANIEL LESLIE S. TAN

VP for Admin. & Finance

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

1- Quality

2- Efficiency

3- Timeliness

4- Average



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2022

Name of Staff: Jerome G. Godoy Position: Admin. Aide 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

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
Total Score	59				
<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	4.92				
Overall recommendation	:				

  
**SEAN O. VILLAGONZALO**  
 ICTMC Head

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Jerome G. Godoy  
Performance Rating: \_\_\_\_\_

**Aim:**

ICT is very dynamic technology and this requires a very dynamic skills of manpower, hence the ICT personnel must be very dynamic in learning new things related to ICT annually.

**Proposed Interventions to Improve Performance:**

**Date:** July - December 2022 **Target Date:** December 31, 2022

**First Step:**

Find regional and national short term trainings, seminar, workshop, conference & Convention related to ICT.

**Result:**

Several regional, national ICT related trainings are available.

**Date:** January - June 2023 **Target Date:** June, 30 2023

**Next Step:**

Send JGGodoy to ICT related training, seminars, workshop, conference & convention.

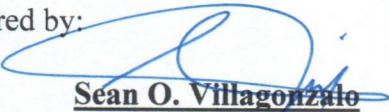
**Outcome:**

- Improved skills and technique due to training, seminars attended.
- Faster resolution of ICT related problems due to enhanced skills.
- Improved ICT analytic skills due to training attended.


**Final Step/Recommendation:**

- Due to the dynamism in ICT technology itself, continue sending Jerome G. Godoy annually to training, seminar not only in the country but as well as international, and if possible to a master's degree related to ICT

Prepared by:

  
Sean O. Villagonzalo  
Unit Head

Conforme:

  
Jerome G. Godoy  
Name of Ratee Faculty/Staff