SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARK C. RATILLA

July-December 2018

Program Involvement (1)	Percenta ge Weight of Involve-	Numerica (Rating	Equivale nt Numerica I Rating (2 X 3)	
1. Instruction			**************************************	una procesa de el Marcha di Amplifica de conse
a. Head/Dean (50%)		4.94x50%	2.47	
b. Students (50%)	The state of the s	4.00x50%	2.00	
Total for Instruction	75%		4.47	3.35
2. Research	10%		5.00	0.50
a. Client/Dir. For Research (50%)				
b, Dept. Head/Center Director (50%)				
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)			***************************************	
Total for Extension	5%		5.00	0.25
4. Administration	10%		4.92	0.49
5. Production				
TOTAL	100%		projectistas projekti projekt	4.60
FALLVALEST SUISZEDICAL DATISIC	Total Control of the	e Remonstration control of the contr	1.00	THE REAL PROPERTY AND PROPERTY

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.60

0

4.60

ADJECTIVAL RATING:

Outstanding

Prepared by:

MARK C RATILLA

Name of Faculty

Reviewed by:

ANTONIO P. ABAMO

Head, DBM

Recommending Appr

ANTONIO P. ABAMO

Dean/Director

Approved:

BEATRIZ S/BELONIAS

Vice President

STREET, OF MODERNAL SATING, OF CACARIC MEMBERS PACITOVER SIRRIUM HTIM

Name of Faculty Member: JANK C. REDILLA

Sivi edmensit-dul.

	Savingell) Service		andrews and American Representations	i	211	
the management	Named a		सुध्येष्टर्माः इते १		in Vir G	Participation factor and approximately constitution of the constit
	- Called	maker accommons may be	era ji rasgal na kirin wayen ili ayan na katin apak ese	المدا	n cuti	The state of the community of the state of t
1		and a second second second				nostairakof 1
1		2,47	4.944,10%			; в. Неве Одев (50°6)
			4.00x2000 F	-	1	b. Steller(89%)
		7.10 71.5	 Section of the second section of the section of the second section of the second section of the second section of the s			Tayar tor fastinging
7	77.0	00%	t ag Stratt van de gegeneert en al een de die aan de de gebeure en de g	1 8	0)	According to the second
•	in the state of the state of the	- Normal representative	in the state of th	1		1
-	in the caretary will also					Color Department of the State of the State of the Color of the State o
-	16					ACTURATION TO SE
-				1		a. Clery/Dir for Expension (50%)
						b. Dept 4 bath Course Director (59%)
1	68.0	30.2]	(Total for Extension
	73.0	(8.)	•	N.		Reducing Commence of the Comme
-		The street was	1	1		J. Production
	W. F	The street actions and the second second	A CONTRACTOR OF THE PROPERTY O	30	3()+	The state of the s
	entrantic or an adjustment a suprempt	G0.A	residential and the control of the angle of the factors.	Des Comme	· · · · · · · · · · · · · · · · · · ·	SQUIVALENT GUMERICAL SATINGE
•		Ç				Add: Acditional Foints, if any
		£4.È				TOTAL NUMERICAL RATING:

ADJECTIVA - RATE G

WARKE RATHLA

Name of Faculty

(recording vibority)

field, Chivin

ikaliya Yeyê

DMARK H BUILDING

CMARA SEMITORA

distantina.

caniques/e es aces Vice the don't

INDIVIDUAL PERFORMNACE COMMITMENT AND REVIEW FORM (IPCR)

I, MARK C. RATILLA, 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

Approved:

MARK E. RATILLA

ANTONIO P. ABAMO

OK

Ratee

Head, DBM

		Tasked	Target	Percentage of			Remarks			
MFOs/PAPs	Success Indicators	Assigned		Actual Accomplis h	Actual Accomplishment	Q1	E2	Т3	A4	
Advanced Education Services	Graduate Degree Program Management Services									
6	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored	Teaching	1.00	733%	7.33	5	5	5	5.00	
	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	18.00	53%	9.45	5	5	4	4.67	
	Vacation/Sick Leave									
	Number of Graduates:									
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized	Compiler								
	Revised IM's within the last 3 years						1			
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser	. 1	100%	1'	5	5	5	5.00	

できる。 「「「「「「」」」では、「「「」」では、「「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」」では、「」

AND CONTRACTOR OF THE CONTRACT

		1000年の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の日本の							The second of th
		A TOTAL TO	大学 一大学 一大学 一大学 一大学 一大学 一大学 一大学 一大学 一大学 一				である。 たいでは、 事業など、 これの数	· · · · · · · · · · · · · · · · · · ·	The second of th
					93.		4.		A. C.
:	and the second second	Art or Menny or		 6 · · · · · · · · · · · · · · · · · · ·					7
					(3)				
		State of the state		5					
		State of the control							The second section of the second section of the second section of the second section of the second section sec
				And the second s					
									A STATE OF THE STA
									A CONTRACTOR OF THE CONTRACTOR

	Approved thesis outline	T					Π	I		
	Approved thesis manuscript		1	 		 		<u> </u>	<u> </u>	
· ·	Student Advising and Consult Services:						<u>.</u>	L	L	
	Number of student org advised	Adviser	1 1	100%	1	5	5	5	5.00	†
	Student-related activities assisted	Adviser	1 1	200%	2	5	5	5	5.00	
	Student advised as academic adviser	Adviser	20	500%	100	5	5	5	5.00	
•	Academe/Industry Linkage established:					1				
	International						T			
	National					 				
	Local/Regional					 		1		
	Awards/Honors received by students/faculty:					1				
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee								,	
	Number of Scholarships availed				·			1		
Advanced education services										·
00,71000	Number of Graduates within prescribed period:					1				
	Masters				·	1				
	Diploma		1							
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years						1			
	Number of Student Research Advising		<u> </u>							
					·	T				
	Approved special problem manuscript									
	Approved research outline	·								
	Student Advising and Consult Services:									
	Number of student organizations advised					Ì				
	Number of student-related activities assisted		1			1	Ī			
Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:					·				
	In Ref Internti Journals	·								
	In Ref Nati Journals				·	1				·
	In Institutional Journals				 					

(

	***					#1 #1 #1 #1 #1 #1 #1 #1 #1 #1 #1 #1 #1 #	ng manifester	a) no fixed beyong a	
N age						\$ 100 m			
			****	Andrew Christian		The second secon		्राष्ट्रभागवानी विकास है। क्रिकार विकास में क्रिकार	
			6 13) see A	La Augusta de La Companya de la Comp	
	1.116				18002		2 - 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -		
					A CU			(1971) 第二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十	
							A section of the sect	medical concentration	
				ting the second	San the term of terms of	in the second se	ا ا ما فرمانو د د موجود السخال		
		ئۇسىيىسى	s di i	The Continue was to provide the contract of th				The same of the sa	
				ورام والمستعددات والمستعددات	Section and		January		The second secon
	to a decimal of	*		and the second second second second	gar La companya da companya da La companya da companya d			CANAL TO THE MEDICAL OF THE PROPERTY OF THE PR	
				الله الله الله والمستحدد الله الله الله الله الله الله الله ال	· •	د المديد المحادي عاد الج	in the second se	Language of the second of the	
jaganiar rama	ing a state of the			A Commence of the Commence of	A Commence of the Commence of		en de la companya del companya de la companya del companya de la c	 (i) in the contract of the contra	
1		4	Same points in	. San Na Santanan	en joern de de la de La decembra de la de		a		
Barrelat reg as reco				in a gradient many contracts and a second		ili. Quantitativa in territoria	git. No. 1 is the second of th		
		1					•		The state of the s
ļ		Same and the			لحالم المسالم		يعهم والمستعادات والمستعارة والمتا	و المعالمين أورور و المعالج المعارضين المستريق الكلا المنظم المراجع المنظم المنظم المنظم المنظم المنظم المعارض المنظم المنظم المنظ	
								그 그 그는	
. Samuel				and the second second	. La respectation on the	1	and the second of the second	The proof the sections of wife the estimator of the order of	
A Company	والمراجع المراجع المرا								
								eredicae Londre hat bedre hooge tobate	
								comment for begins for an afficient	
								comment for begins for an afficient	
								Andrew Control of Antonio Andrew Control of Antonio An	
								A THE STATE OF THE	
								LOSIGNED TO BEST OF THE SECOND	
								And the second of the second o	
								And the second of the second o	
								Constitution because the constitution of the c	
								Constitution begins to the land of the lan	
								Constitution before the constitution of the co	
								Constitution begins to the land of the lan	

				. (•
			•							ē,	
	International		<u> </u>			1			1	1	
	Number of papers published in other					1		1		1	
	peer-reviewed publications	·								1.	
	(proceedings, monographs, etc.) Number of Outputs Presented in									1	
	Number of Outputs Presented in		·				П			1 .	
	Regional/National/International Fora /Conferences:			·					<u> </u>	4	
	In International		<u> </u>		ļ	<u> </u>	<u> </u>			4	
	In National					5	5	5 5.00)	4	
	In Regional				·					1	• .
	In Local		<u> </u>								
·	Percentage of Research Projects Conducted					1				4	
	and Completed on Schedule					1			<u> </u>	4	
	Number of scientific fora coordinated/facilitated					<u> </u>			<u> </u>	4	
	Number of linkages forged:				·					1	
·	International										
	National									_	
	Regional								·		
Extn Services	Number of person-days trained	Trainor									
•	Number of trainings conducted	RP	1	1000%	10	5	5	5 5.00)	_	
	Number of beneficiaries served:										•
	Groups/ Institutions	RP									
	Individuals	RP									•
·	Awards recv (inter, natl, local):					<u> </u>					
	Individual	<u> </u>			·					<u>.</u>	
•	Unit (Center, College, Department)]	
	Technical/ Expert services] .	• •
•	Consultancy	Consultant	·	•					•]	
	Commodity teams								·		
	RDE reviewer/ panelist		·								
	Resource person	Resource person									
Seminars/symposium/										1	
conference attended	International		·]	
·	National]-	
	Local/Regional	Participant									
					. '						
•		•						•			
•			•		,						

Admin Support										
Services	Number of department meetings attended		4	175%	7	5	5	5	5.00	
	Membership in University committees	Member	1	100%	1	5	4	5	4.67	
	Membership in College committees	Member	1	100%	1	5	5	5	5.00	
	Membership in the Department committees	Member	3	167%	5	5	5	5	5.00	
Department Head	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents						9.1			
	Annual Report		27.10							
	Procurement Plan							10	W	1000
	Staff Development Plan									
	Number of FacultyMentored									
	Number of department activities supervised									
	Number of faculty members for study leave									, .
Total Over-all Rating										
Average Rating (Total o	werall rating divided by 4)		4.94		Comments & Reco	ommen	ndatio	ns	59.33	
Additional Points:			1- 3-38		for Development	Purpos	e:			
Approved Additional points	(with copy of approval)				Very active resea					
FINAL RATING			4.94		Must prepare for		g a Ph	.D.		
ADJECTIVIAL RATING										
Evaluated & Raited by: ANTONIO P. ARAMO	Recommend	1911	v					by://	7/-	
Dept/Unit Head		Dean		7				Pres		
Date:		Date					Date			
	Date:						20.0			

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q
	2 nd	A
	3 rd	R
OLIMBURA (NY.)	4th	E

Name of Office: Dept. of Business and Management

Head of Office: Antonio P. Abamo

Number of Personnel: MARK C. RATILLA

A male class					
Activity Monitoring	Mee	T	Memo	Others (Pls.	Remarks
17.0	One-on-One	Group	77.0110	specify)	
Monitoring	Checking with him on some on some publication and research concerns	Follow up during meeting		Communicating thru the chat group of the Office.	Very effective
Coaching	Partnership in publication writing			Request him as research coordinator of the Department	Although he is very busy but still efficient

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

Conducted by:

ANTONIO P. ABAMO

Immediate Supervisor

Noted by:

NTONIO P. ABAMO

Dean CMF

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

Mark C. Ratilla

Performance Rating:

July - December 2018

Aim: To acquire further knowledge, skills and capabilities in cross-cultural marketing research

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

Date: July, 2018

Target Date: December, 2018

First Step:

Attend international research conference related to cross-cultural marketing research

Result:

Attended and presented a paper on the "2018 Asian Conference on Cultural Studies" acquired new areas of research in the field of cross-cultural marketing.

Date:

Target Date:

Next Step:

Shared knowledge to students what have been learned the international conference attended.

Outcome:

Applied newly acquired knowledge through effectively advising students in crafting marketing research proposals.

Final Step/Recommendation:

To continue attending/presenting in international conferences related to marketing. And, publish research papers.

Prepared by:

ANTONIO P. ABAMO

Unit Head

MARK C. RATILLA

cc: ODA-HRD

4. 9 Vie

3773 N. 3

HALE FRAM WAS AND LOG 9000

Name o Engloyee: Nark Ratta Performant at alrest to the engage 2018

that it may be a flag when the property of the control of the cont

Cate. Land Mill Mills

rolls.R

Atte na hwemetichel recese a cipil conceletati to ci... cultu ... pelletmeres dell'

Arraedec 310 2 1 m to 1 mover on the 2014 Asian Arraference of the at Stadles 1 countries and a new parts of the attention of the state of the state

teret in

States to supplied to satisfacts were share to english and interpretation and the description of the description

A 50 10 10 10

Ambad newly application and the same transfer of the same as which as the same and the same the

and the second resident

To considere attending for a confidence in the confidence and some many or makester and a confidence and a c

Jan Mad

ORN AGO