

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARK C. RATILLA

July-December 2018


Program Involvement (1)	Percentage Weight of Involve-	Numerical Rating (Rating x%) (3)		Equivalent Numerical Rating (2 X 3)
1. Instruction				
a. Head/Dean (50%)		4.94x50%	2.47	
b. Students (50%)		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%			4.60

EQUIVALENT NUMERICAL RATING: 4.60  
Add: Additional Points, if any: 0  
TOTAL NUMERICAL RATING: 4.60

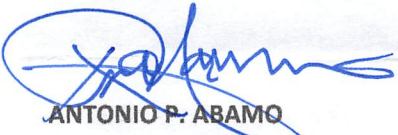
ADJECTIVAL RATING:

Outstanding

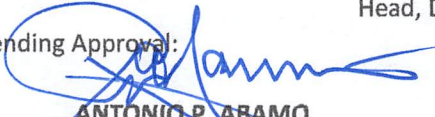
Prepared by:

  
MARK C. RATILLA  
Name of Faculty

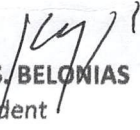
Reviewed by:

  
ANTONIO P. ABAMO  
Head, DBM

Recommending Approval:

  
ANTONIO P. ABAMO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

COMPARISON OF INDIVIDUAL RATING OF FACILITY MEMBERS  
WITH MULTIPLE RATING

Name of Facility Member: MARIA C. RABALA

July-December 2012

Program Investment (1)	Weight of Investment (2)	Individual Rating (3)	Multiple Rating (4)
1. Instruction			
a. Home Lesson (50%)			2.47
b. Seminars (50%)			3.00
Total for Instruction	100%		2.73
2. Research			
a. Collect Data for Research (50%)			3.00
b. Data Entry (50%)			0.00
Total for Research	100%		3.00
3. Administration			
a. Collect Data for Administration (50%)			0.00
b. Data Entry (50%)			0.00
Total for Administration	100%		0.00
4. Production			
Total	100%		4.00

EQUIVALENT NUMERICAL RATING:

Add: Additional Rating, if any:

TOTAL NUMERICAL RATING:

4.00

0

4.00

ADJECTIVE RATING:

Excellent

MARIA C. RABALA

Name of Facility

(Recommendation for...)

ANTONIO S. ARANGO

Chief Director

Approved:

ANTONIO S. ARANGO

Chief Director

ANTONIO S. ARANGO

Name of Facility

(Recommendation for...)



# **INDIVIDUAL PERFORMANCE 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

OK

Approved:

**ANTONIO P. ABAMO**

Head, DBM

**MARK C. RATILLA**

Ratee

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplish h	Actual Accomplishment	Rating				Remarks
						Q1	E2	T3	A4	
<b>Advanced Education Services</b>	<b>1. Graduate Degree Program Management Services</b>									
	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									
<b>Higher Education Services</b>	<b>Full Time Equivalent (FTE)</b>	Teaching	18.00	53%	9.45	5	5	4	4.67	
	Vacation/Sick Leave									
	<b>Number of Graduates:</b>									
	Baccalaureate									
	<b>Number of IMs Dev/Rev &amp; Utilized</b>	Compiler								
	Revised IM's within the last 3 years									
	<b>Number of Student Research and Field Practice Advising</b>									
	Approved case study manuscript	Adviser	1	100%	1	5	5	5	5.00	





[illegible]



	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									
	Number of Outputs Presented in									
	Regional/National/International Fora /Conferences:									
	In International									
	In National					5	5	5	5.00	
	In Regional									
	In Local									
	Percentage of Research Projects Conducted									
	and Completed on Schedule									
	Number of scientific fora coordinated/facilitated									
	Number of linkages forged:									
	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):									
	Individual									
	Unit (Center, College, Department)									
	Technical/ Expert services									
	Consultancy	Consultant								
	Commodity teams									
	RDE reviewer/ panelist									
	Resource person	Resource person								
Seminars/symposium/										
conference attended	International									
	National									
	Local/Regional	Participant								

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<b>Admin Support</b>										
<b>Services</b>	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	
<b>Department Head</b>	Number of department meetings presided									
	Number of execom meetings attended									
	Number of UAC mtgs attended									
	Membership in university committees									
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised									
	Number of faculty members for study leave									
<b>Total Over-all Rating</b>										
									59.33	

Average Rating (Total overall rating divided by 4)		4.94
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.94
ADJECTIVAL RATING		

Comments & Recommendations  
for Development Purpose:  
**Very active researcher!**  
**Must prepare for getting a Ph.D.**

Evaluated & Rated by:

ANTONIO P. ABAMO

Dept/Unit Head

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

Recommending Approval:

ANTONIO P. ABAMO

Dean

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

Approved by:

BEATRIZ S. BELONIAS

Vice President

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

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





PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: Dept. of Business and Management

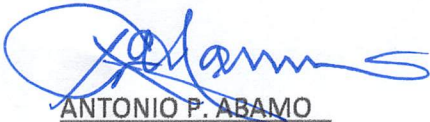
Head of Office: Antonio P. Abamo

Number of Personnel: MARK C. RATILLA

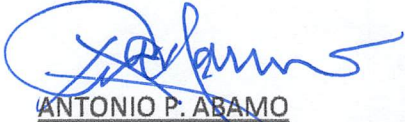
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	Checking with him on some on some publication and research concerns	Follow up during meeting		Communicating thru the chat group of the Office.	Very effective
Coaching	Partnership in publication 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:

  
ANTONIO P. ABAMO  
Dean, CME

## 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.

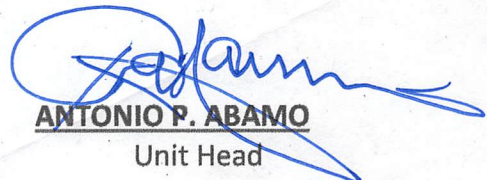
**Outcome:**

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

Conforme:

  
**MARK C. RATILLA**

cc: ODA-HRD



NAME OF EMPLOYEE: \_\_\_\_\_  
POSITION: \_\_\_\_\_

DATE OF PERFORMANCE REVIEW: \_\_\_\_\_  
PERIOD OF REVIEW: \_\_\_\_\_

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