



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **ARMANDO M. PABON**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.945	70%	3.46
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.2	30%	1.26
<b>TOTAL NUMERICAL RATING</b>			<b>4.72</b>

TOTAL NUMERICAL RATING: 4.72


Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING 4.72

ADJECTIVAL RATING: OUTSTANDING

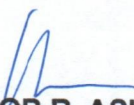
Prepared by:

  
**ARMANDO M. PABON**  
Name of Staff

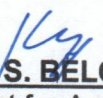
Reviewed by:

  
**ELVIRA L. OCLARIT**  
Department/Office Head

Recommending Approval:


  
**VICTOR B. ASIO**  
Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **ARMANDO M. PABON**, of the **DEPARTMENT OF PEST MANAGEMENT** commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **July** to **December, 2022**.

  
**ARMANDO M. PABON**  
 Ratee  
 Date: JAN. 17, 2023

  
 Approved: **ELVIRA L. OCLARIT**  
 Head of Unit  
 Date: \_\_\_\_\_

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Administrative Support Services	# of rooms maintained	Number cleanliness and orderliness of DPM	15*	12	5	5	5	5.0	
	Area of lawns maintained	Maintained cleanliness of dept. lawns, inside and outside of the building	1000 sq.m.	1000 sq.m.	5	5	5	5.0	
	# of plants cared	Takes care of the plants both inside and outside the DPM building	35*	30	5	5	5	5.0	
	# of papers/pages collated & sorted	Collated and sorted IM's, handouts, office forms and etc.	1,000*	750	5	4	5	4.67	
	# of supplies withdrawn	Assisted in the withdrawal of supplies from supply office	20*	25	5	5	5	5.0	
	# of garbage disposed	Assisted in disposal of garbage in garbage dump site	20*	35	5	5	5	5.0	
<b>Total Over-all Rating</b>								<b>29.67</b>	

\* the rest of the targets are already accomplished on January to June, 2022 rating period



Average Rating (Total Over-all rating divided by 4)		5.0
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		5.0
ADJECTIVAL RATING		OUTSTANDING

*He has been doing  
his job outstandingly*

Evaluated & Rated by:

*Elvira L. Oclarit*

**ELVIRA L. OCLARIT**

Dept/Unit Head

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

Recommending Approval:

*Victor B. Asio*

**VICTOR B. ASIO**

Dean/Director

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

Approved by:

*Beatriz S. Belonias*

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

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

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average





### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY - DECEMBER 2022

Name of Staff: ARMANDO M. PABON

Position: ADMIN 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 (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						



Total Score									
<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					42				
Average Score					4.2				

Overall recommendation : \_\_\_\_\_

*Elvira L. Oclaris*  
ELVIRA L. OCLARIS

Printed Name and Signature  
Head of Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARMANDO M. PABON  
Performance Rating: OUTSTANDING

Aim: \_\_\_\_\_

Proposed Interventions to Improve Performance:

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

First Step: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Result: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

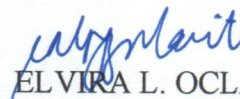
Next Step: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Outcome: \_\_\_\_\_


Final Step/Recommendation:

None. He has been doing his job outstandingly.

Prepared by:

  
ELVIRA L. OCLARIT  
Unit Head

Conforme:

 1-11-23  
ARMANDO M. PABON  
Name of Ratee Faculty/Staff