

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: GIDEON NIEL D. TAN

JANUARY-JUNE 2021

Program Involvement (1)	Percentage Weight of Involve-ment (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2 X 3)
1. Instruction		4.50x100	
a. Head/Dean (100%)		4.49	2.25
b. Students (0%)		3.86	1.93
Total for Instruction	60%		2.51
2. Research			
a. Client/Dir. For Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	4.19	1.05
3. Extension			
a. Client/Dir for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension			
4. Administration	15%	5.00	0.75
5. Production			
TOTAL	100%		

EQUIVALENT NUMERICAL RATING:

4.30

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.30

ADJECTIVAL RATING:

GIDEON NIEL D. TAN

Name of Faculty

ANALITA A. SALABAO

Dept. Head

Recommending Approval:

MOISES NEIL V. SERIÑO

Dean, CME

Approved:


BEATRIZ S. BELONIAS


Vice President for Academic Affairs


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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GIDEON NIEL D. TAN, a faculty member of the DEPARTMENT OF BUSINESS ANG MANAGEMENT commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January-June 2021.


GIDEON NIEL D. TAN
Instructor I
Date: 7/30/21

Approved: 
ANALITA A. SALABAO
Department Head
Date: 7/30/21


MOISES NEIL V. SERIÑO
College Dean
Date: 8/4/21

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	5	1	4	3	3	3.33	
	PI8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	0	3	3	3	3.00	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							

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		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript		1	5	5	5	5.00	
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	2	5	5	4	4.67	2 students consulted for special problem topics
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	5	5	5	5.00	converted lessons for Mgmt 209
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	generate materials for Mgmt 209
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00	generate materials for Mgmt 209
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	5	5	5.00	generated assessment tools for Mgmt 209 (Problem Set-2, Essay-1, Case Analysis-1)
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	Mgmt 209
	<u>PI 10</u> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							

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UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	31.5	18.75	5	5	4	4.67	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	7	6	5	5	5	5.00	Mgmt 102
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	3	5	5	5	5.00	Mgmt 103 (3 students)
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	4	4	4		OBS
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	14	3	4	4	4	4.00	3 sections for Mgmt 102
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	28	15	5	5	5	5.00	Mgmt 102 (5 assessment tasks per section, 3 section)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>	30	61	5	5	4	4.67	61 undergraduate student advisees
		A17. Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	5	8	5	5	5	5.00	as reflected in mgmt 189

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		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	5	16	5	5	5	5.00	16 (8 for Alacio, 8 for Aguinaldo)
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	14	61	5	4	5	4.67	61 undergraduate student advisees (during enrolment)
	PI 9: Number of student organizations advised/assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	0	3	3	3	3.00	
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	4	5	4.33	Mgmt 102
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	4	5	4	4	4.33	Mgmt 102 lessons
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	4	5	4.67	Mgmt 102 (5 assessment tasks per section)
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	0	3	3	3	3.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	4	5	4.33	Mgmt 102
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								

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		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	5	3	4	5	4	4.33	DTI-RAPID (cacao), DA-8 Rapid Market Assessment (swine), DA-8 Rapid Market Assessment (corn)
	PI2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year		4	4	5	5	4.67	HORT 2016-188 outputs: Gender assessment Baseline study RMA covid 19
	PI3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>		1	1	5	5	5	5.00	Tan, G.N.D. A Business-Model Approach on Strategic Flexibility of Firms in a Shifting Value Chain: The Case of Coffee Processors in Amadeo and Silang, Cavite, Philippines. Glob J Flex Syst Manag 22, 17–28 (2021). https://doi.org/10.1007/s40171-020-00255-5
		<i>In refereed nat'l/regional journals</i>		1	0	3	3	3	3.00	

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	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>		1	0	3	3	3	3.00	
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		1	4	5	4	4.33	Review of Socio-Economic Research and Development Studies, Feb 2021
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal		1	5	5	5	5.00	Coded ODK for paperless surveys
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	15	0	3	3	3	3.00	

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	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	0	3	3	3	3.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	50%						
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	<i>Research Mentoring</i>	<i>Research Mentor</i>		1	0	3	3	3	3.00	
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	0	3	3	3	3.00	
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	0	3	3	3	3.00	
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								

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		A43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero NC	zero NC	5	5	5	5.00	
		A45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100%	100%	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A46. <u>Customerly friendly frontline services</u>	Provides customer friendly frontline services to clients		zero NC	5	5	5	5.00	

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	PI 3: Additional Outputs					5	5	5	5.00	Presented Feedback Reports (1-university wide 2020 Feedback Report presented during 2020 Management Review held on Jan 2021, 1-Enrolment Feedback Report for the 2nd sem SY 20-21)
		<u>A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *</u>	Generated reports		2					
		<u>A 48. Other outputs implementing the new normal due to covid 19</u>	Designs administration/management related activities and other outputs to implement new normal		1	5	5	5	5.00	use of online platforms (Google Forms) in generating forms
	Total Over-all Rating				177.00					Comments: Attend nstructions related itrainings.
	Average Rating				4.32					
	Adjectival Rating				VS					

Evaluated & Rated by:

ANALITA A. SALABAO

Department Head

Date: 7/30/21

Recommending Approval

MOISES NEIL V. SERIÑO

Dean, CME

Date: 8/6/21

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 8/6/21

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **GIDEON NIEL D. TAN**

Performance Rating: January-June 2021

Aim: To make sure there is consistent delivery of instruction to learners despite having administrative meetings and travels related to research activities.

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

Date: January 2021

Target Date: June 2021

First Step:

Enhance the employee's skills in asynchronous learning delivery through attendance to webinars that enhance knowledge and gather updated references related to the subject/course being handled to develop the instructional materials.

Result:

Acquired knowledge and skills on developing IMs, creation of virtual classrooms, and utilization of widely available software to enhance the delivery of instructions.

Date: Jan 15, 2021

Target Date: June 15, 2021

Next Step:

Apply learnings to develop IMs, create virtual classrooms to facilitate asynchronous classes, and utilize OBS and other software for pre-recorded video presentations.

Outcome:

Final Step/Recommendation:

Acquired and shared new knowledge and skills will be applied in teaching and research activities.


Prepared by:

Conformer:

GIDEON NIEL D. TAN

Ratee

cc: ODA-HRD


ANALITA A. SALABAO
Immediate Supervisor