



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Pedro O. Alkuino**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
Numerical Rating per IPCR	4.53	70%	3.17
Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.63	30%	1.39
TOTAL NUMERICAL RATING			4.56

TOTAL NUMERICAL RATING: 4.56

Add: Additional Approved Points, if any:


TOTAL NUMERICAL RATING: 4.56

FINAL NUMERICAL RATING **4.56**

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by:

Reviewed by:

  
**MARIA ELSA M. UMPAD**  
Administrative Officer II

  
**ERLINDA A. VASQUEZ**  
Director


Approved:

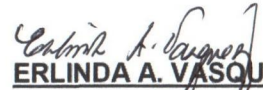
  
**OTHELLO B. CAPUNO**  
Vice President for Res & Ext

**Exhibit B"**

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

I, **Pedro O. Alkuino**, Administrative Aide of PhilRootcrops, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jul 1, 2019 to Dec 31, 2019.

  
**PEDRO O. ALKUINO**  
Ratee

  
**ERLINDA A. VASQUEZ**  
Head of Unit

Date \_\_\_\_\_

MFOs / PAPs	Success Indicators	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
<b>Administrative Services</b>	No. of gates and doors opened and closed	To open and close entrance / exit gates and doors	4 doors	4	4	4	4	4	
	No. of hours consumed in monitoring of unlocked office doors, open lights and other office equipment	To check for unlocked doors, open lights and other office equipment prior to closing of the entrance and exit doors	32 hours	34	4	5	5	4.67	
	No. of comfort rooms cleaned and maintained	To clean and maintain comfort rooms of the Center	5 CRs / cubicles	11	5	5	5	5	
	No. of offices cleaned	To clean Center's Admin Building and offices including the training hall and the extension Office	Whole Center's Admin plus ESED Div and training hall		5	5	5	5	
	No. of glass window panels cleaned	To clean the glass window panels	130 glass windows	140	4	5	5	4.67	



Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.53
ADJECTIVAL RATING		Very Satisfactory

#### Comments & Recommendations for Development Purpose

To attend training on personality development and good grooming, frontline services, health and wellness and financial literacy.

Reviewed and Rated by:

*Erlinda A. Vasquez*  
**ERLINDA A. VASQUEZ**  
 Director

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

Recommending Approval:

*Jose L. Bacusmo*  
**JOSE L. BACUSMO**  
 Director for Research

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

Approved by:

*Othello B. Capuno*  
**OTHELLO B. CAPUNO**  
 VP for R&E

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

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





Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - Dec 2019

Name of Staff: Pedro O. Alkuno

Position: Adm. Aide

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

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



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					
Average Score	4.63				

Overall recommendation : Outstanding

  
ERLINDA A. VASQUEZ  
Director

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PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
X	3rd	
X	4th	

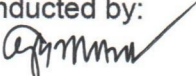
Name of Office: PhilRootcrops

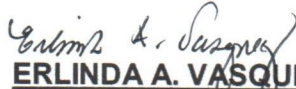
Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel:   
Pedro O. Alkuino

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b>  <u>3rd Quarter / 4th Quarter</u>  a. Monitoring of the assigned office activities	One-on-one discussion with the concerned staff regarding feedback from other personnel and visitors on the assigned office activities e,g cleaning of staff rooms, comfort room and surroundings	Meeting with staff under the Administrative Division to tackle issues (negative and positive feedback) of other PhilRootcrops personnel	Memo to attend the meeting		Negative feedback from concerned personnel were addressed e.g . dirty and smelly comfort rooms to clean and comfortable CRs
<b>Coaching</b>  Coaching of staff on the proper procedure in doing the assigned tasks  Encouraging the staff under the Administrative Division to attend learning and development such as training offered by the University  • As often as necessary	One-on-one coaching	Group coaching through meetings and even in group discussions			Positive response to the coaching activity, negative feedback on the assigned office activity were immediately addressed

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

Conducted by:   
**MARIA ELSA M. UMPAD**  
Immediate Supervisor

Noted by:   
**ERLINDA A. VASQUEZ**  
Director

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **PEDRO O. ALKUINO**Performance Rating: Very Satisfactory

Aim: Clean comfort rooms and other assigned areas

Proposed Interventions to Improve Performance:

Date: July 1, 2019

Target Date:

Dec 30, 2019

First Step:

Meeting and coaching of staff to come up with procedures on how to clean the comfort rooms properly and other assigned areas; periodic check-up of the assigned areas

Result:

Clean CRs and other assigned areas

Date: Jan 1, 2020

Target Date:

June 30, 2020

Next Step:

Periodic monitoring using the index schedule cards; surprise monitoring to verify the accomplishment

Outcome: Clean and healthy surroundings and CRs

Final Step/Recommendation:

To maintain performance and or exceed the current performance; for recommendation to the Center's Personnel Committee as Outstanding Center Support Staff during the PhilRootcrops and VSU Anniversay.

To attend capability build-up trainings that will enhance individual skills and competencies; other trainings like health and wellness and stress management.

Prepared by:

*Erlinda A. Vasquez*  
**ERLINDA A. VASQUEZ**  
Director

Conforme:

*Pedro O. Alkuino*  
Name of Ratee Faculty/Staff