



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: EDGARDO G. COBICO JR.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR		70%	3.031
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.429	30%	1.398
TOTAL NUMERICAL RATING			4.429

TOTAL NUMERICAL RATING: 4.429


Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.429

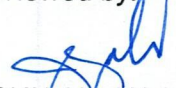
FINAL NUMERICAL RATING 4.429

ADJECTIVAL RATING: Very Satisfactory

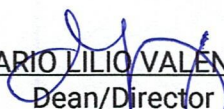
Prepared by:


EDGARDO G. COBICO JR.
Name of Staff

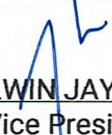
Reviewed by:


JOHN ALLAN A. GULLES
Department/Office Head

Recommending Approval:


MARIO LILIO VALENZONA
Dean/Director

Approved:


ELWIN JAY V. YU
Vice President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

EXHIBIT B

EDGARDO G. COBICO JR.

I, ~~Fabian C. Alberio~~, commits 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 2024

Approved:

EDGARDO G. COBICO JR.

Ratee

JOHN ALLAN A. GULLES

Unit Head, ELI

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO-1 Maintenance of Laboratory Equipment and Instruments	PI-1.1 Number of Inspection and Conducted Maintenance for Laboratory Instruments and Equipment	Inspection, evaluate and assessment of laboratory equipment and instruments	50	45	5	4	4	4.333	
		Diagnose, troubleshooting/repair/maintenance equipemnt and instruments	30	30	5	4	4	4.333	
MFO-2: Delivery of Auxilliary Services	PI-2.1 Number of Job Request	Electrical and electronic repair and maintenance	30	25	5	4	4	4.333	
	PI-2.2 Number of audio and lights services for the university events	Installation, setup, configuration and maintenance of audio & Lightings System	25	25	5	4	4	4.333	
Total Over-all Rating					17.33				
Average Rating (Total Over-all rating divided by 4)				4.33	Comments & Recommendations for Development Purpose:				
Additional Points:									
Punctuality					Basic occupational safety and health				
Approved Additional points (with copy of approval)									
FINAL RATING				4.33					
ADJECTIVAL RATING				VS					

Evaluate & Rated by:

Recommending Approval:

Approved by:

JOHN ALLAN A. GULLES

Immediate Supervisor

Date: 08/07/24

MARIO LILIO VALENZONA

Director, PPO

Date: 08/07/24

ELWIN JAY V. YU

Vice President

Date: 8-12-24

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office : ILE (PPO)

Head of Office: JOHN ALLAN A. GULLES

Number of Personnel: 4

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Meeting with staff. March 16, 2024			
Coaching	Staff in-charge in the submission of materials				

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

Conducted by:

Noted by:


JOHN ALLAN A. GULLES
Immediate Supervisor


MARIO LILIO VALENZONA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **EDGARDO G. COBICO JR.**

Performance Rating: JANUARY- JUNE 2024

To develop skills and abilities in the organization needed to effectively performed the task.

Proposed Interventions to Improve Performance:

Date: March 2024 Target Date: May 2024

First Step: Working as a team

Result: Improve intra-personal relationship

Date: JANUARY 2023 Target Date: JUNE 2023

Next Step: Collaboration in the organization

Outcome: Building a working team


Final Step/Recommendation:

Effectively delivered the required service

Prepared by:


JOHN ALLAN A. GULLES
Supervisor

Conforme:


EDGARDO G. COBICO JR.
Name of Ratee Faculty/Staff



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January - June 2024

Name of Staff: EDGARDO G. COBICO JR.

Position: Admin. Aide VI

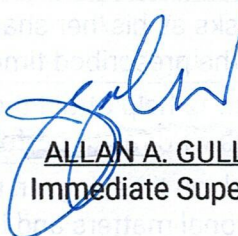
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		J6				
B. Leadership & Management (For supervisors only to be rated by higher supervisor)		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		4.66				
Overall recommendation:						


 JOHN
ALLAN A. GULES
 Immediate Supervisor