



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: Nelita S. Bornias

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.34	70%	3.04
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.76	30%	1.42
TOTAL NUMERICAL RATING			4.46

TOTAL NUMERICAL RATING: 4.46

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: 4.46

FINAL NUMERICAL RATING 4.46

ADJECTIVAL RATING: Outstanding

Prepared by:

NELITA C. BORNIAS
Name of Staff

Reviewed by:

ROSARIO A. SALAS
Department/Office Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

EDGARDO E. TULIN
OIC-Vice President for Admin and Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **NELITA C. BORNIA**, of the Department of Horticulture 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 2023.

NELITA C. BORNIA

Ratee

January 4, 2024

Approved:

ROSARIO A. SALAS

Head of Unit

January 11, 2024

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Research Services	No. of research projects maintained/prepared	Lead in land and seedling preparation, planning, staking, planting, harvesting of produce. Care and maintenance	2	2	4	4	4	4	
	No. of data gathered	Data gathered, recorded, analyzed and tabulated	30	15	4	4	4	4	
	No. of reports made submitted	Submitted reports	7	8	4	4	5	4.3	
	No. of laborers managed/supervised in the nursery	Supervised laborers	2	4	5	5	4	4.6	
Other tasks in support to research services	No. of ornamental plants propagated through tissue culture	Mass propagation of ornamental plants through tissue culture	50	56	5	4	5	4.75	
Other functions in support to instruction	No of student activities assisted	Hold class when concerned instructor is on travel Proctor in examinations Facilitate instructors evaluation by students	3	6	5	4	5	4.6	

	No. of laboratories maintained	Maintained the tissue culture laboratories	1	1	4	4	4	4	
	No. of communities served as member	Member of working committees fir VSU Anniversary							
								30.38	
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 4)		4.34
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.34
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

attend seminars or training related to work

Evaluated and Rated by:

RS
ROSARIO A. SALAS
Head, DOH

Date:

1/15/20

Recommending Approval:

VA
VICTOR B. ASIO
Dean, CAFS

Date:

1/16/20

Approved by:

ET
EDGARDO E. TULIN
OIC-Vice President for Admin and Finance

Date:

1/12/20

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2023

Name of Staff: Nelita C. Bornias

Position: Science Research Assistant


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		57				

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		24				
Average Score		4.8				

Overall recommendation : _____


ROSARIO A. SALAS
 Head, Department of Horticulture

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NELITA C. BORNIAS

Performance Rating: Outstanding

Aim: To sustain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: July 2023 Target Date: December 2023

First Step: To be able to attend and participate in trainings, seminars/conferences and scientific forum.

To be able to help improve the ornamental nursery. To pass licensure examination.

Result: Attended training, seminars and scientific forum.

Maintained and helped improve the ornamental crops project.

Date: January 2024


Target Date: June 2024

Next Step: To be able to attend and participate in trainings, seminars/conferences and scientific forum. To be able to help improve the ornamental nursery. To pass licensure examination

Outcome:

Final Step/Recommendation:

Prepared by:


ROSARIO A. SALAS
Unit Head

Conforme:


NELITA C. BORNIAS

Name of Ratee Faculty/Staff