



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

NAME OF ADMINISTRATIVE STAFF: **MARIO A. VALENZONA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.33	70%	3.031
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.374
TOTAL NUMERICAL RATING			4.405


TOTAL NUMERICAL RATING: **4.405**

Add: Additional Approved points, if any: _____

TOTAL NUMERICAL RATING: **4.40**

ADJECTIVAL RATING: **VERY SATISFACTORY**

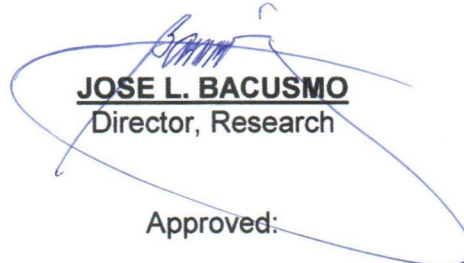
Prepared by:


MARIO A. VALENZONA
Name of Staff

Reviewed by:


FELICIANO G. SINON
NARC, Director

Recommending Approval:


JOSE L. BACUSMO
Director, Research

Approved:


OTHELLO B. CAPUNO
Vice- President of R, E & I

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MARIO A. VALENZONA**, **Science Research Aide** of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July 2020 to December 2020**.

[Signature]
MARIO A. VALENZONA
Ratee

Recommending Approval: **ROBELYN T. PIAMONTE**
Project/Study Leader

[Signature]
FELICIANO G. SINON
Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO2: Research Services		Research: At least 90% of total tasks							
Field Evaluation	Number of tissue-cultured plantlets of promising abaca accessions potted and hardened for field evaluation in another area	Potted and hardened plantlets of promising abaca accessions	250	300	4	5	4	4.75	
	Number of missing hills replanted	Replant missing hills	75	115	5	5	4	4.67	
	Number of laborers supervised in all research related activities	Supervise laborers in all research related activities	1	8	4	5	5	4.67	
	Number of reports prepared	Research report prepared	1	3	4	5	4	4.75	
		Others: At least 10% of total tasks							
Others:	Number of center related activities assisted	Assist in center related activities (booth construction, designing and decoration)	1	2	3	5	4	4.00	
	Number of center committee membership assignments	Perform center committee membership assignments	1	3	3	4	4	3.67	
	Set-up experimental area outside VSU	Prepare area bycleaning and underbrushing, Lay-outing and digging of holes	1	2	3	5	5	4.33	
	Number of laborers supervised in cleaning the VSU campus	Supervise laborers in VSU cleaning as requested by Sir Capuno	1	5	4	5	5	4.67	
Total Over-all Rating								4.33	
	Ave. Rating (Total Over-all rating divided by 4)			4.33					Comments & Recommendations for Development Purposes: Responsible not deliver his tasks effectively. Keep it up!
	Additional Points:								
	Punctuality	-							
	Approved Additional points (with copy of approval)	-							
	FINAL RATING			4.33					
	ADJECTIVAL RATING			Very Satisfactory					

Evaluated and Rated by:

[Signature]
FELICIANO G. SINON
Director

Date: _____

Recommending Approval:

[Signature]
JOSE L. BACUSMO
Director, Research

Date: _____

Approved by:

[Signature]
OTHELLO B. CAPUNO
Vise-President for R, E & I

Date: _____

PERFORMANCE MONITORING


Name of Employee: **MARIO A. VALENZONA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation	
MFO1: Research and Extension Support Services (Research: At least 90% of total tasks)									
1	No. of tissue-cultured plantlets of promising abaca accessions potted and hardened	250	Mar. 1, 2020	Apr. 30, 2020	300	Very Impressive	O	Responsible and delivers his tasks effectively. Keep it up.	
2	No. of missing hills replanted	75	Monthly activity		115	Very Impressive	O		
3	No. of laborers supervised in all research related activities	1	Jan. 1, 2020	June 30, 2020	8	Very Impressive	O		
4	No. of reports prepared	1	May. 15, 2020	June. 15, 2020	3	Very Impressive	O		
Others: (at least 10% of total tasks)									
7	No. of center related activities assisted	1	As assigned		2	Impressive	VS		
8	No. of center committee membership assignments	1	As assigned		3	Very Impressive	O		
10	Prepare area by cleaning, underbrushing, lay-outing and	1	As scheduled		2	Impressive	VS		

digging of holes						
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- * Either very impressive, impressive, needs improvement, poor, very poor
- ** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ROBELYN T. PIAMONTE
Study leader



"Exhibit O"

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **July to December, 2020**

Name of Staff: **MARIO A. VALENZONA** Position: **Science Research 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.	<u>5</u>	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	<u>4</u>	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	<u>4</u>	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	<u>5</u>	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	<u>5</u>	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	<u>4</u>	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	<u>5</u>	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	<u>4</u>	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	<u>5</u>	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	<u>4</u>	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	<u>5</u>	4	3	2	1
12.	Willing to be trained and developed	<u>5</u>	4	3	2	1
Total Score		55				

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	4.58				

Overall recommendation : **OUTSTANDING** – Very reliable and performs assigned even with less supervision.


ROBELYN T. PIAMONTE
 Proj./Study Leader

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MARIO A. VALENZONA**
Performance Rating: **OUTSTANDING**

Signature: 

Aim: Efficient and effective implementation of research activities.

Proposed Interventions to Improve Performance:

Date: July 1, 2020 Target Date: December 31, 2020

First Step:

1. Prepare periodic plan of activities and targets on "Field evaluation of promising abaca accessions and hybrids"
2. Implement plan of activities based on timeline and targets.
3. Regular updates and evaluation of activities

Result:

1. Objectives of research attained by target date and expected outputs.

Date: Jan.1, 2021 Target Date: June 30, 2021

Next Step:

1. Prepare required reports and data as requested or requested by higher authorities.
2. Assist in implementing other research-related activities in the center/university.

Outcome: Efficient and effective research implementation.

Final Step/Recommendation:

Responsible and delivers his tasks effectively. Keep it up!

Prepared by:


ROBELYN T. PIAMONTE
Project Leader