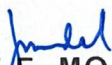
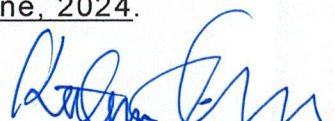


INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR) - Accomplishments

I, **NELSIE F. MONDAL**, of the **OVPA** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2024.

  
**NELSIE F. MONDAL**  
Ratee *7/22/24*

APPROVED:

  
**ROTACIO S. GRAVOSO**  
Head of Unit *7/22/24*

MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Actual Accompli- shment	Rating				Remarks
					Q 1	E 2	I 3	A <sup>4</sup>	
UMFO 1: Advanced Education Services									
OVPA A MFO 2: Graduate Student Management Services									
P11: Faculty Workload monitored for FTE of graduate subjects	No. of Faculty Teaching monitored for FTE and subjects taught handling graduate subjects	Computed/Monitored FTE of Graduate subjects based on the actual teaching Load.	100	309.04	5	5	5	5	
UMFO 2: Higher Education Services									
OVPA A MFO 1: Curriculum Program Management Services									
P12: Faculty Workload monitored for FTE of undergraduate subjects	No. of Faculty Workload monitored for FTE and subjects taught handling undergraduate subjects	Computed/Monitored FTE of Undergraduate subjects based on the actual teaching Load.	1,000	11,656.62	5	5	5	5	



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MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Actual Accomplis hment	Rating				Remarks
					Q 1	E 2	T 3	A 4	
OVPAAs MFO 2: Faculty Recruitment/Hiring Services									
P12: Faculty renewal/ recruitment/ hiring of full and part-time instructors	No. of recommendations, letter request, projected workload and other related documents reviewed for APB.	Reviews projected workload and other documents submitted for APB & notify the requesting department if there are documents lacking for compliance.	50	116	5	5	5	5	
UMFO 6: General Administration and Support Services (GASS)									
OVPAAs MFO 1: Administrative and Facilitative Services									
P11: Colleges, departments, institute and support units under OVPAAs including the four satellite campuses	No. of documents from different Colleges, departments, institute and support units under OVPAAs checked/reviewed/ counter signed for appropriate action by the VP for Academic Affairs	Monitors submission of the actual teaching load for the class roster of the Registrar's office.	30	36	5	5	5	5	
		Monitors, reviews IFW & countersign for approval of workload by VP Academic Affairs. (VSU main and external campus)	250	562	5	5	4	4.67	
		Make a summary of workload per faculty of all departments. (VSU main and external campus)	250	562	5	5	4	4.67	



MFO Major Final Outputs	Success Indicators	Tasks Assigned	Target	Actual Accomplis hment	Rating				Remarks
					Q 1	E 2	T 3	A 4	
		<p>Data automation of the individual faculty workload for CHED data elements. (1<sup>st</sup> semester only)</p> <p>Make workload summary for PMT material.</p> <p>Make a Faculty Workload Performance Graph. (for 1<sup>st</sup> semester only)</p>	35%	100%	5	5	4	4.67	Done workload summary of PMT material for 2024
<b>OVPAAs MFO 2: Efficient Customer-Friendly Assistance Services</b>									
P11: Customer Assistance Services	Efficient and customer-friendly frontline service	<p>Provides immediate services to clients who needs data related to faculty workload.</p> <p>Prepare the documents for soft bounding aside form electronic files, such as: summary of workload, subjects taught by faculty and full time teaching equivalent with label are made available at OVPAAs to clientele's who needs to make use of it.</p> <p>Answer phone calls, IP messenger, ISO dDRC group messenger, Emails.</p>	25	30	5	5	5	5	
		Zero percent or no complaint from clients served	0	0	5	5	5	5	No complaint received
Others: As dDRC of the office	Control and filing of documents related to ISO	Proper keeping, assigning of control number, filing of documents related to ISO such as Manuals, Quality Procedures, IFWs , memos, attendance sheets, notice of meeting,	350	618	5	5	5	5	



		communications and etc.							
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	No. of meetings, workshop and seminars attended	Attend meetings and seminars related to University activities and staff development.	3	9	5	5	5	5	
TOTAL OVERALL RATING								54.01	
AVERAGE RATING								4.91	

Average Rating (Total Over-all rating divided by 4)			<b>Comments &amp; Recommendations for Development Purpose:</b> <i>Hardworking. Sending her to workshops on data management will further improve her efficiency.</i>
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING		4.91	
ADJECTIVAL RATING		Outstanding	

Evaluated & Rated by:

ROTACIO S. GRAVOSO

Dept/Unit Head

Date: 7/22/24

Recommending Approval:

NA

Dean/Director

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

Approved by:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: 7/22/24

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average



## EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: NELSIE F. MONDAL  
PERFORMANCE RATING: \_\_\_\_\_

AIM: To efficiently and accurately deliver the needed services to clienteles consistently and systematically according to the standard operating procedure set by the office

### Proposed Interventions to Improve Performance

Date : January, 2024

Target Date: January-June, 2024

First Step : Identify the problems encountered frequently met in performing the assigned tasks

Result : Discuss the occurrence and make suggestions/propose solutions of the encountered problems

Date : January, 2024

Target Date: January-June, 2024


Next Step : Update on existing procedures and policies to answer queries, facilitate, review and validate documents for appropriate action by the Vice President for Academic Affairs.

Outcome : Teachable, can easily comprehends, knowledgeable and articulate in answering queries, consistent and accurate in reviewing of documents.

Final Step/

Recommendation: Attend in short term training, seminar & conference-workshop especially on existing policies sponsored by accredited agencies for staff development, and give promotion to the next rank position.

Prepared by:



ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Conforme:


  
NELSIE F. MONDAL  
Ratee





Exhibit O

**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: January - June 2024

Name of Staff: NELSIE F. MONDAL

Position: ADMIN. AIDE IV

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 ( <i>both for subordinates and supervisors</i> )		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						
B. Leadership & Management ( <i>For supervisors only to be rated by higher supervisor</i> )		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		59				
Average Score		4.92				
Overall recommendation:						

  
**ROTACIO S. GRAVOSO**  
 Immediate Supervisor