

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **ARNULFO M. DUARTE**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.667	x 70%	3.267
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	x 30%	1.425
TOTAL NUMERICAL RATING			4.692

TOTAL NUMERICAL RATING: 4.692

Add: Additional Approved Points, if any:


TOTAL NUMERICAL RATING: 4.692

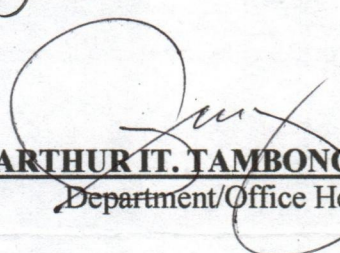
ADJECTIVAL RATING:

Outstanding

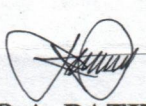
Prepared by:

Reviewed by:

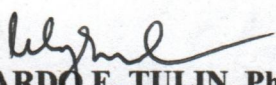

ARNULFO M. DUARTE
Name of Staff


ARTHUR T. TAMBONG, FPSAE
Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL, Ph.D.
Chairman, PMT

Approved:


EDGARDO E. TULIN, Ph.D.
President



Visayas State University
College of Engineering
DEPARTMENT OF AGRICULTURAL ENGINEERING
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ARNULFO M. DUARTE, Staff of the Department of Agricultural Engineering, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2016

ARNULFO M. DUARTE

Welder II

Date: 28 December 2016

ARTHUR IT. TAMBONG, FPSAE

Department Head

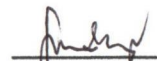
Date: 28 December 2016

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor


MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishment (July-Dec 2016)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 4	Extension Services	PI 1. Number of person-days trained weighted by length of training	Trainer	Training on welding	200	402 ongoing	5	4	4	4.3	
		PI 2. Number of IEC materials/technoguides developed/used		Develop instructional module	1	3	5	4	5	4.7	
				Develop jobsheet / Develop safety signages	4	25	5	4	5	4.7	

MFO 6	General Admin. & Support Services (GASS)	PI 10. Efficient and customer-friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	Zero complaint from clients	5	5	5	5	5.0	
		PI 11. Additional Outputs									
			Fabrication	Fabricated chipping hammer	1	12	5	4	5	4.7	
			Fabrication	Fabricated welding positioner	1	6	5	4	5	4.7	
				Assisted the plan layout for the entire relocation set-up for SMAW Workshop	1	1	5	4	5	4.7	
				Instructed & assorted the fabrication of installation of SMAW Workshop	1	1	5	4	5	4.7	
Number of Performance Indicators Filled-up							8				
Total Over-all Rating							37.333				
Average Rating							4.667				
Adjectival Rating							Outstanding				


Received by:


 Planning Officer
 Date: _____

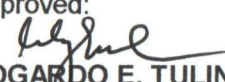
Calibrated by:


REMBERTO A. PATINDOL, Ph.D.
 Chairman, PMT
 Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS, Ph.D.
 Vice Pres. for Instruction
 Date: _____

Approved:


EDGARDO E. TULIN, Ph.D.
 President
 Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-Dec. 2016
 Name of Staff: Arnulfo M. Duarte Position: Welder II

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	N.A	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	4.75				

Overall recommendation

Very good!

Name of Head/Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Arnulfo M. Duarte
Performance Rating: _____

Signature: _____ Date: _____

Aim: To further improve performance.

Proposed Interventions to Improve Performance:

Date: 10/18/16 Target Date: Last Qtr. 2016

First Step: Advised to implement 5S in office.

Result: He attended 5S seminar

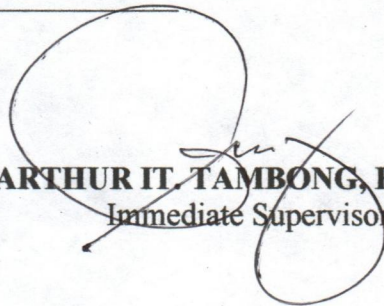
Date: _____ Target Date: _____

Next Step: _____

Outcome: _____

Final Step/Recommendation: _____

Prepared by:


ARTHUR IT. TAMBONG, FPSAE
Immediate Supervisor