

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: NILDA T. AMESTOSO

**January-June 2018**

<b>Program Involvement (1)</b>	<b>Percentage Weight of Involve-ment (2)</b>	<b>Numerical Rating (Rating x%) (3)</b>		<b>Equivalent Numerical Rating (2 X 3)</b>
1. Instruction				
a. Head/Dean (50%)		4.95x50%	2.48	
b. Students (50%)		5.00x50%	2.50	
Total for Instruction	75%		4.98	3.74
2. Research				
a. Client/Dir. For Research (50%)				
b. Dept. Head/Center Director (50%)				
Total for Research	7%		5.00	0.35
3. Extension				
a. Client/Dir for Extension (50%)				
b. Dept. Head/Center Director (50%)				
Total for Extension	8%		5.00	0.40
4. Administration	10%		4.83	0.48
5. Production				
<b>TOTAL</b>	<b>100%</b>			<b>4.97</b>

EQUIVALENT NUMERICAL RATING:

4.97

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.97

ADJECTIVAL RATING:

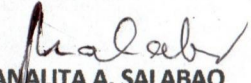
Outstanding

Prepared by:

  
**NILDA T. AMESTOSO**

Name of Faculty

Reviewed by:

  
**ANALITA A. SALABAO**

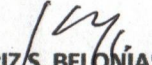
Head, DBM

Recommending Approval:

  
**ANALITA A. SALABAO**

Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NILDA T. AMESTOSO, Associate Professor of the Department of Business and Management 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 - June 2019

  
NILDA T. AMESTOSO  
Ratee

Approved:   
ANALITA A. SALABAO  
Head, DBM



MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Percentage of Actual Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services			OK					
	PI1: Number of graduate degree specializations offered and monitored								
	PI2: Total FTE monitored	Teaching	7	168%	5	5	5	5.00	
	PI3: Percentage increase in number of graduate students enrolled								
Higher Education Services	PI4: Percentage increase in the number of students who graduated within prescribed period								
	Full Time Equivalent (FTE)								
	Vacation/Sick Leave	Teaching	10	162%	5	5	5	5.00	
	Number of Graduates:								
	Baccalaureate								
	Number of IMs Dev/Rev & Utilized								
	Revised IM's within the last 3 years	Compiler	2	150%	3	5	5	5.00	
	Number of Student Research and Field Practice Advising								
	Approved case study manuscript	Adviser	1	300%	3	5	5	5.00	
	Approved thesis outline/special problem/outline	Adviser	1	300%	3	5	5	5.00	
	Approved thesis manuscript	Adviser							
	Student Advising and Consult Services:								
	Number of student org advised	Adviser	1	200%	2	5	4	5	4.67
	Student-related activities assisted	Adviser	3	200%	6	5	5	5	5.00
	Student advised as academic adviser	Adviser	100	200%	200	5	5	5	5.00

Control No. 194









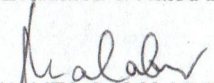


	Number of UAC mtgs attended		1	200%	2	5	5	5	5.00	
	Membership in university committees		1	200%	2	5	5	5	5.00	
	Membership in College committees	Member	1	200%	2	5	5	4	4.67	
	Membership in the department committees	Member	2	150%	3	5	5	5	5.00	
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
	Number of Faculty Mentored									
	Number of department activities supervised		1	200%	2	5	4	5	4.67	
	Number of faculty members for study leave									
	<b>Total Over-all Rating</b>								<b>103.67</b>	

Average Rating (Total overall rating divided by 4)		4.94
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.94
ADJECTIVIAL RATING		0

Comments & Recommendations  
for Development Purpose:  
*Very effective in her research and extension Involment;  
involvement; Needs to publish result.*

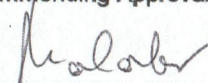
Evaluated & Rated by:

  
**ANALITA A. SALABAO**  
Dept/Unit Head

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

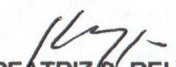
1 – Quality 2 - Efficiency 3 - Timeliness 4- Average

Recommending Approval:

  
**ANALITA A. SALABAO**  
Dean

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

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President

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

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Dept. of Business and Management

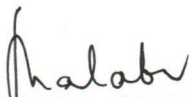
Head of Office: Analita A. Salabao

Number of Personnel: NILDA T. AMESTOSO

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Sharing information and advice on possible journals where articles for publication may be submitted		Following up the progress of extension project of DBM	Very productive discussion
Coaching	How to negotiate for extension project funds				Effective and successful

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

Conducted by:

  
**ANALITA A. SALABAO**  
Immediate Supervisor

Noted by:

  
**ANALITA A. SALABAO**  
Dean, CME



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NILDA T. AMESTOSO  
Performance Rating: January-June 2019

Aim: To write another 1 teaching guide for the Master of Management Program

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2019

Target Date: June 2019

**First Step:**

To gather new textbooks to use as references for the teaching guide that will be written.

**Result:**

Bound teaching guide

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

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

**Next Step:**

Apply ISBN for the completed teaching guide.

**Outcome:**

Classroom teaching is facilitated

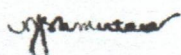
**Final Step/Recommendation:**

To continue attending retooling activities to upgrade competency to perform instruction, research and extension functions, to write teaching guide for every course taught.

Prepared by:

  
**ANALITA A. SALABAO**  
Unit Head

Conforme:

  
**NILDA T. AMESTOSO**  
Ratee

cc: ODA-HRD