

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

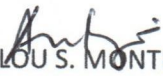
Name of Administrative Staff: Analou S. Montejo

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.88	4.88 x 70%	3.41
2. Supervised/Head's assessment of his contribution towards attainment of office accomplishments	4.67	4.67 x 30%	1.40
TOTAL NUMERICAL RATING			4.81

TOTAL NUMERICAL RATING: 4.81
Add: Additional Approved Points, if any -
TOTAL NUMERICAL RATING: 4.81
ADJECTIVAL RATING: Outstanding

Prepared by:

Reviewed by:



ANALOU S. MONTEJO
Name of Staff


VENICE B. IBÁÑEZ
Department Head

Recommending Approval:


ANALITA A. SALABAO
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

"Exhibit B"

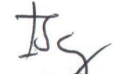
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

ACCOMPLISHMENT

I, ANALOU S. MONTEJO, of the Department of Hospitality 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 July to December 2019.


ANALOU S. MONTEJO
Ratee

Approved:


VENICE B. IBANEZ
Head of Unit

MFO & PAPS	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
ADMINISTRATIVE SUPPORT SERVICES									
Efficient and customer - friendly frontline service	0% complaint from client served	Served clients	95% no complaint	100% no complaint	5	5	5	5.00	
Student Services	Documents/forms requested by Students served on time 1. Internal clearance 2. Registration Permit 3. Students' Waiver 4. Completion of INCs, application for change of subjects/ schedules etc.	Served Documents on time as requested	95%	100%	5	5	5	5.00	
	Percentage of requested documents issued on time	Issued documents on time as requested	85%	100%	5	5	5	5.00	
Teaching Performance Evaluation (NBC 461 & QCE)	Number of evaluations computed and results submitted to OVPI/PRPEO within the deadline during evaluation period	Conducted teaching /Adm. performance evaluations and submitted results to OVPI/PRPEO	5	5	5	5	5	5.00	

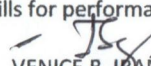
Secretariat Works	Number of documents prepared/ Submitted on time <ul style="list-style-type: none"> • Communications • Standard government forms <ul style="list-style-type: none"> - Trip tickets - RIS - Travel Order - DTRs - Payrolls - Application for leave - Appointments/Contracts - Purchase Requests - ORS/BURS - Disbursement Vouchers - Personal Data Sheet - SALN - CHED 	Submitted and prepared on time communications and standard government forms	150	350	5	5	4	4.66	

Other Services	Deliver documents and other materials to instructors, advisers of students and other offices inside/outside of VSU	Delivered/Received documents to instructors, advisers of students and other offices inside/outside of VSU	100	300	5	5	4	4.66	
Total Over-all Rating								29.24	

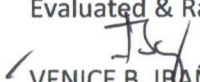
Average Rating(Total Over-all rating divided by 6)	4.88
Additional Points:	-
Punctuality	-
Approved Additional points (with copy of approval)	-
FINAL RATING	4.88
ADJECTIVAL RATING	0

Comments & Recommendation for Development Purpose:

Attend relevant seminars updating knowledge and skills for performance enhancement.


VENICE B. IBANEZ
Department Head

Evaluated & Rated by:


VENICE B. IBANEZ
Department Head

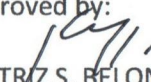
Date: _____

Recommending Approval:


ANALITA A. SALABAO
Dean, CME

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: _____

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

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-Dec. 2019Name of Staff: Analeu S. Montaje Position: Adm. Aide VI


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		54				
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	5	4	3	2	1

office/department aligned to that of the overall plans of the university.					
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	4.67				

Overall recommendation : _____


VENICE B. IBANEZ

Name of Head

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: DCHM

Head of Office: Ms. Venice B. Ibañez


Name of Faculty/Staff: Analou S. Montejo Signature: 

Date: Jan. 23, 2020

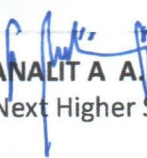
Activity Monitoring	MECHANISM			Remarks	
	Meeting		Memo		Others (Pls. specify)
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments, problems and plans	x	x	-	-	Conducted from July-Dec. 2019
Coaching Discuss ways to improve the execution of assigned tasks	x	x	-	-	-do-

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

Conducted by:


VENICE B. IBAÑEZ
Immediate Supervisor

Verified by:


ANALIT A. SALABAO
Next Higher Supervisor

cc: OVPI
ODAHRD
PRPEO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ms. Analou S. Montejo
Performance Rating: Outstanding

Signature: 

Aim: To enhance in performing the assigned task and responsibilities as Administrative Aide of the Department.

Proposed intervention to enhance performance:

Date: January 2019

Target: June 2019

First Step

Not applicable

Result:

Not applicable

Date: July 2019

Target Date: December 2019

Next Step:

- Being available to extend advising services to students in processing enrolment, clearances, changing/adding of subjects and other administrative assigned tasks


Outcomes :

- Students were clarified in enrollment processing and other relevant needs
- Administrative assigned tasks were performed

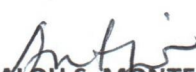
Final Step/Recommendation:

Sustained administration support to the administrative staff in developing further their knowledge by attending relevant seminars/trainings fitted to their needs.

Prepared by:


VENICE B. IBÁÑEZ
Head, DCHM

Conforme:


ANALOU S. MONTEJO