



**VISAYAS**  
STATE UNIVERSITY

OFFICE OF THE  
**VICE PRESIDENT FOR  
RESEARCH, EXTENSION,  
AND INNOVATION**

**Annex P**

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

Name of Administrative Staff: **JERRY B. POSAS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.93	70%	3.45
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
<b>TOTAL NUMERICAL RATING</b>			<b>4.93</b>

TOTAL NUMERICAL RATING: 4.93


Add: Additional Approved Points, if any:                     

TOTAL NUMERICAL RATING:                     

FINAL NUMERICAL RATING 4.93

ADJECTIVAL RATING: Outstanding


Prepared by:

  
**JERRY B. POSAS**  
Name of Staff


Reviewed by:

  
**SANTIAGO T. PEÑA, JR.**  
Department/Office Head

Recommending Approval:

  
**SANTIAGO T. PEÑA, JR.**  
Vice President for Research, Extension, and Innovation

Approved:

  
**SANTIAGO T. PEÑA, JR.**  
Vice President for Research, Extension and Innovation

“Exhibit B”

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, Jerry B. Posas of the OFFICE OF THE VICE PRESIDENT FOR RESEARCH, EXTENSION & INNOVATION (OVPREI) 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.

Jerry B. Posas

Ratee

Date: 7/12/2024

Approved:

SANTIAGO T. PEÑA, JR.

Head of Unit

Date: 7/12/2024

MFO and PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Research Administration Services	No. of documents/papers delivered	Performs messengerial services	2100	1100	5	5	5	5	
	No. of documents recorded	Records outgoing documents	2200	1300	5	5	5	5	
	No. of vouchers, PR's, payrolls, trip tickets, job order contracts, appointments followed up	Follow up vouchers, PRs, payrolls, trip tickets, job order contracts, appointments	1500	1200	5	5	5	5	
	Reproduce and maintain good condition of the risograph and copying machine	Print, reproduce using risograph and copying machine	600	250	4	5	5	4.67	
	Distributed notice of meetings to departments/centers	Distribute notice of meetings to departments/centers	1300	800	5	5	5	5	
Total Over-all Rating					4.8	5	5	4.93	

Average Rating (Total Over-all rating divided by 4)	4.93	
Additional Points:		
Punctuality	xx	
Approved Additional points (with copy of approval)	xx	
FINAL RATING	4.93	
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

Well done so far

Evaluated & Rated by:

SANTIAGO T. PEÑA, JR.

Vice President, R E & I

Date: 8/15/2024

Recommending Approval:

SANTIAGO T. PEÑA, JR.

Vice President, R E & I

Date: 8/15/2024

Approved by:

SANTIAGO T. PEÑA, JR.

Vice President, R E & I

Date: 8/15/2024

1 – quality    2 – Efficiency    3 – Timeliness    4 – Average



Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Jerry B. Posas  
Performance Rating: Outstanding

Aim: To have a smooth and efficient office operations.

Proposed Interventions to Improve Performance:

Date: January 1, 2024 Target Date: June 30, 2024

First Step:

1. To deliver and follow-up documents/papers effectively.
2. To attend a training on values orientation workshop.

Result:

- 1 Systematic recording of documents delivered and achieved.

Date: July 1, 2024 Target Date: December 31, 2024

Next Step:

1. Assist the incharge in the over-all activity of the office as support staff and work overtime if necessary.

Outcome: Efficient office operations.

Final Step/Recommendation:

Recommended for promotion.

Prepared by:

SANTIAGO K. PEÑA, JR.  
Unit Head

Conforme:

JERRY B. POSAS  
Name of Ratee Faculty/Staff



**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: January to June 2024

Name of Staff: Jerry B. Posas

Position: Administrative Aide III


**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		59				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		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		4.92				
Overall recommendation:						

  
**SANTIAGO T. PEÑA**  
 Immediate Supervisor