



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: VERONICO B. ALMERODA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
TOTAL NUMERICAL RATING			4.90

TOTAL NUMERICAL RATING: 4.90


Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.90

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


VERONICO B. ALMERODA
Name of Staff


Reviewed by:


ANABELLA B. TULIN
Dean, Graduate School

Recommending Approval:


ANABELLA B. TULIN
Dean, Graduate School

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **VERONICO B. ALMERODA**, of the **OFFICE OF THE GRADUATE SCHOOL** 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, 2020.


VERONICO B. ALMERODA

Ratee

Approved:


ANABELLA B. TULIN
Head of Unit

MFOs and PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplish ment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 1. Advance Education Services									
ODGS MFO 1. Graduate Degree Program Management Services									
	PI 1. Number of documents requested, received and followed up on time	Delivered and followed-up documents (memos, letter requests, PRs, announcements, etc.) to various offices/departments	100 forms	100 forms	5	5	5		
	PI 2. Number of official documents photocopied	Photocopied office documents	100 copies	100	4	4	5		
	PI 3. Other jobs undertaken:	Other jobs undertaken: 1. Watered and tendered plants inside and outside the office	10 mins. before dismissal (5 times a week)	10 mins.	5	5	5		
		2. Cleaned office rooms and CRs before and after office hours	8 office rooms and 4 CRs	8 rooms & 4 Crs	5	5	5		
		3. Cleaned the surroundings within the office vicinity	15 minutes every office hours	15 min.	5	5	5		

- Quality

2 – Efficiency

3 – Timeliness

4 – Average

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average


ODGS MFO 2. Frontline Services

	PI 1. Efficient and customer friendly frontline service	Served clients with courtesy and friendly service	Zero percent complaint from client served	Zero	5	5	5		
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 6)	29.33 / 6	
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING	4.89	
ADJECTIVAL RATING	OUTSTANDING	


Comments & Recommendations for Development Purpose:
Constant cleaning of surroundings.

Evaluated and Rated by:


ANABELLA B. TULIN, PhD
Dean, Graduate School


Date: _____

Recommending Approval:


ANABELLA B. TULIN, Ph.D
Dean, Graduate School

Date: _____

Approved by:


BEATRIZ S. BELONIAS, Ph.D
Vice President for Instruction

Date: _____



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **January to June 2020**

Name of Staff: **Veronico B. Almeroda** 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. 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	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 / 12				
Average Score		4.92				

Overall recommendation : _____


ANABELLA B. TULIN
 Dean, Graduate School

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VERONICO D. ALMERODA

Performance Rating: _____

Aim: Since OGS has been renovated and has been expanded, there is a need to maintain the cleanliness of the in and around the Office of the Graduate School (OGS).

Proposed Interventions to Improve Performance:

Date: January 2020

Target Date: March 2020

First Step:

Take charge in the landscaping of potted and planted plants around the office for beautification purposes.

Result:

The office is now surrounded with well-trimmed plants and blooming flowering plants.

Date: March 2020

Target Date: June 2020

Next Step:

The in and out surroundings of OGS must be cleaned in every first hour of the morning or earlier.

Outcome:

Cleanliness was maintained in and outside the office every day.

Final Step/Recommendation:

Continuous maintenance of the cleanliness in and out of the office.

Conforme:

Prepared by:


VERONICO B. ALMERODA

Name of Ratee Faculty/Staff


ANABELLA B. TULIN

Unit Head