

## OF THE Vice Presdident

#### for Research and Extension

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## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff:

Nony F. Piad Jr.

	Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1.	Numerical Rating per IPCR	4.53	70%	3.17
2.	Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.37
		TOTAL NUM	MERICAL RATING	4.54

TOTAL NUMERICAL RATING:

4.54

Add: Additional Approved Points, if any:

4.54

TOTAL NUMERICAL RATING: FINAL NUMERICAL RATING

4.54

ADJECTIVAL RATING:

Outstanding

Prepared by

Reviewed by:

me of Staff

PIAD JR.

Department/Office He

Recommending Approval:

Dean/Director

Approved:

OTHELLO B. CAPUN Vice President

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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

I, NONY F. PIAD JR. of the OFFICE OF THE VICE PRESIDENT FOR RESEARCH AND EXTENSION (OVPRE) 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, 2019.

NONY F. PIAD JR.

Approved:

THELLO B. CAPUNO
Head of Unit

MEO and DAD	Success Indicators			Actual	Rating				
MFO and PAPs		Tasks Assigned	Target	Accomplishment	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks
Research Administration Services	No. of dispatched trips driven safely and passengers conducted/fetched to and from their destination.	Conducts and fetch passengers inside and outside VSU campus.	Outside – 30 Within campus - 40	Outside - 45 Within campus - 60	5	5	5	5	
	100% of the repair and maintenance of the vehicle.	Repair and maintenance of the vehicle/physical facilities.	80% of vehicle repaired	90% repaired	4	4	4	4	
	Number of office documents delivered in the absence of the regular messenger.	Delivers R & E documents in the absence of the regular messenger.	100 documents delivered	125 documents delivered	5	4	4	4.33	
	Number of trainings, in- house reviews, agri- fair/exhibits facilitated.	Helps/assists the exhibit team to install the tent and display the exhibit materials.	4 assisted	6 assisted	4	5	5	4.66	
	Other tasks assigned by superiors.	Performs other tasks assigned by the superiors.	90%	100%	5	4	5	4.66	
otal Over-all Rating	V							4.53	

	1.52
	4.53
xx	
XX	
*	4.53
	Outstanding

Comments & Recommendations for Development Purpose:

Keep on improving your driving services to our office.

ADJECTIVAL RAT	ING			Outstanding	
Evaluated and Rat	ted by:	Recommending Appr	oval:	Approved by:	
OTHELLO E Dept./Unit	B. CAPUNO t Head	JOSE L. BACUSMO Dean/Director		OTHELLO B. CAPUNO Vice President, R & E	
Date:		Date:		Date:	
1- Quality	2 – Efficiency	3 – Timeliness	4 – Average		

#### Annex O

### Instrument for Performance Effectiveness of Administrative Staff

	Rating Period:	January – June 2019
Name of Staff:	Nony F. Piad Jr.	Position: _Adm. 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	5	4	3	2	1		

	improvement of his work accomplishment					
12.	Willing to be trained and developed	(5)	4	3	2	1
	Total Score					
	Leadership & Management (For supervisors only to be rated by higher supervisor)		5	Scale	9	
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			55		
	Average Score			4.58	}	

Overall recommendation

: Keep on improving your services to our office.

# EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Nony F. Piad Jr. Performance Rating: Outstanding
Aim:To have a smooth and efficient office operations.
Proposed Interventions to Improve Performance:
Date: January 1, 2019 Target Date: June 30, 2019
First Step:
1. Record or make a schedule of all official travels.
2. Ensure that the vehicle is always in good running condition.
Result:
1 Systematic recording of scheduled trips.
2. Safety of passengers and safe travel.
Date: July 1, 2019 Target Date: December 31, 2019  Next Step:
1. Assists the in-charge in the over-all activity of the office as support staff and render
overtime work/travel if needed.
Outcome: Efficient office operations.
Final Step/Recommendation:
Recommended for promotion.
Prepared by:  OTHELLO, B. CAPUNO  Unit Head
Nony F. Plad JR.  Name of Ratee Faculty/Staff