

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

NAME OF ADMINISTRATIVE STAFF: **FELIX L. OCON**

| Particulars (1) | Numerical Rating (2) | Percentage Weight (3) | Equivalent Numerical Rating (2x3) |
|--------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------|-----------------------------------------|
| 5. Numerical Rating per IPCR | 4.76 | 70% | 3.320 |
| 6. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments | 4.83 | 30% | 1.449 |
| TOTAL NUMERICAL RATING | | | 4.769 |

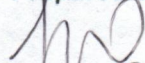
TOTAL NUMERICAL RATING: 4.77

Add: Additional Approved points, if any:

TOTAL NUMERICAL RATING: 4.77

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


FELIX L. OCON
Name of Staff

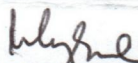
Reviewed by:


FELICIANO G. SINON
Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
President

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELIX L. OCON**, **Science Research Assistant** of the **National Abaca Research Center-Visayas State University** 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 2016 to June 2016**.

FELIX L. OCON

Ratee

Recommending Approval: **LUZ O. MORENO**

Project/Study Leader

Approved: **FELICIANO G. SINON**

Head of Unit

| MFO & Performance Indicators (PI) | Success Indicators | Task Assigned | Target | Actual Accomplishments | RATING | | | | Remarks |
|-----------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------|--------|------------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| MFO2: Research Services | | | | | | | | | |
| | Number of days for field visit and disease incidence monitoring | Regular field visit of germplasm and nursery areas | 40 | 50 | 4 | 4 | 5 | 4.33 | |
| | Size (hectares) of experimental area maintained | Maintain germplasm and nursery areas | 1 | 2 | 5 | 4 | 5 | 4.67 | |
| | Number of accessions collected | Collect abaca accessions | 5 | 8 | 5 | 5 | 5 | 5 | |
| | Number of tissue cultured abaca accessions potted and hardened | Potting and hardening of tissue cultured abaca accessions | 300 | 350 | 4 | 5 | 5 | 4.67 | |
| | Number of accessions planted/replanted in the germplasm area | Plant/replant abaca accessions | 20 | 30 | 5 | 5 | 4 | 4.67 | |
| | Number of accessions harvested and characterized | Harvest and characterize mature abaca accessions | | | | | | | |
| | | | | | | | | | |
| | Number of hours spent for data encoding | Encode database | 150 | 170 | 3 | 5 | 5 | 4.33 | |
| | Number of accessions analyzed | Perform diversity analysis of 32 vegetative parameters | | | | | | | |
| | | | | | | | | | |
| | Number of powerpoint presentation prepared | Prepare powerpoint | 1 | 2 | 5 | 5 | 5 | 5 | |
| | Number of reports submitted | Prepares research report | 1 | 2 | 5 | 5 | 5 | 5 | |
| | Number of posters prepared | Prepares research posters | 1 | 2 | 5 | 5 | 5 | 5 | |

| MFO & Performance Indicators (PI) | | Task Assigned | Target | Actual Accomplishments | RATING | | | | Remarks |
|-----------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------|------------------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| Others: | 100% of interior decoration activities of the center (e.g. booth, exhibits, etc.) | Perform interior decoration for the center | 100% of activities performed | 100% of activities performed | ✓ | ✓ | ✓ | ✓ | |
| | 100% of center committee membership assignment | Perform center committee membership assignments | 100% of activities performed | 100% of activities performed | ✓ | ✓ | ✓ | ✓ | |
| | Number of resarch paper prepared | Develop/write introduction, review of literature and literature cited | | | | | | | |
| Total Over-all Rating | | | | | | | | | |
| | FINAL RATING | | | | | | | | |
| | ADJECTIVAL RATING | | | | | | | | |

4.76
Criticizing

Received by:

Calibrated by:

Recommending Approval:

Approved by:

DANIEL M. TUdTUD
Planning Office

REMBERTO A. PATINDOL
PMT

OTHELLO B. CAPUNO
Vice President

EDGARDO E. TULIN
President

Date: _____

Date: _____

Date: _____

Date: _____

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELIX L. OCON**, **Science Research Assistant** of the **National Abaca Research Center-Visayas State University** 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 2016 to June 2016**.


FELIX L. OCON
Ratee

Recommending Approval: 
LUZ O. MORENO
Project/Study Leader

Approved: 
FELICIANO S. SINDON
Head of Unit

| MFO & Performance Indicators (PI) | Success Indicators | Task Assigned | Target | Actual Accomplishments | RATING | | | | Remarks |
|-----------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------|--------|------------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| MFO2: Research Services | | | | | | | | | |
| | Number of days for field visit and disease incidence monitoring | Regular field visit of germplasm and nursery areas | 40 | 50 | 4 | 4 | 5 | 4.33 | |
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| | Number of accessions collected | Collect abaca accessions | 5 | 8 | 5 | 5 | 5 | 5.00 | |
| | Number of tissue cultured abaca accessions potted and hardened | Potting and hardening of tissue cultured abaca accessions | 300 | 350 | 4 | 5 | 4 | 4.33 | |
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| | | | | | | | | | |
| | Number of hours spent for data encoding | Encode database | 150 | 170 | | | | | |
| | Number of accessions analyzed | Perform diversity analysis of 32 vegetative parameters | | | | | | | |
| | | | | | | | | | |
| | Number of powerpoint presentation prepared | Prepare powerpoint | 1 | 2 | 3 | 5 | 5 | 4.33 | |
| | Number of reports submitted | Prepares research report | 1 | 2 | 5 | 5 | 5 | 5.00 | |
| | Number of posters prepared | Prepares research posters | 1 | 2 | 5 | 5 | 5 | 5.00 | |


| MFO & Performance Indicators (PI) | | Task Assigned | Target | Actual Accomplishments | RATING | | | | Remarks |
|-----------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------|------------------------------|----------------|----------------|----------------|----------------|------------------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| Others: | 100% of interior decoration activities of the center (e.g. booth, exhibits, etc.) | Perform interior decoration for the center | 100% of activities performed | 100% of activities performed | 5 | 5 | 5 | 5.00 | |
| | 100% of center committee membership assignment | Perform center committee membership assignments | 100% of activities performed | 100% of activities performed | 5 | 5 | 5 | 5.00 | |
| | Number of resarch paper prepared | Develop/write introduction, review of literature and literature cited | 1 | 1 | 5 | 5 | 5 | 5.00 | |
| | | | | | | | | | |
| | | | | | | | | | |
| Total Over-all Rating | | | | | | | | | |
| | FINAL RATING | | | | | | | | |
| | ADJECTIVAL RATING | | | | | | | | 4.75 Outstanding |

Received by:


DANIEL M. PUDENT
 Planning Office

Date: _____

Calibrated by:


REMBERTO A. PATINDOL
 PMT

Date: _____

Recommending Approval:


OTHELLO B. CAPUNO
 Vice President

Date: _____

Approved by:


EDGARDO E. TULIN
 President

Date: _____

Instrument for Performance Effectiveness of RDE Support Staff

Rating Period: **JANUARY 1, 2016 to JUNE 30, 2016**

Name of Staff: **FELIX L. OCON** Position: **Science Research Assistant**

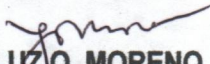
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

| 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. | <u>5</u> | 4 | 3 | 2 | 1 |
| 2. | Makes self-available to clients even beyond official time | <u>5</u> | 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 | <u>5</u> | 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 | <u>4</u> | 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 | <u>5</u> | 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. | <u>5</u> | 4 | 3 | 2 | 1 |
| 7. | Keeps accurate records of her work which is easily retrievable when needed. | 5 | <u>4</u> | 3 | 2 | 1 |
| 8. | Suggests new ways to further improve her work and the services of the office to its clients | <u>5</u> | 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 | <u>5</u> | 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 | <u>5</u> | 4 | 3 | 2 | 1 |
| 11. | Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment | <u>5</u> | 4 | 3 | 2 | 1 |
| 12. | Willing to be trained and developed | <u>5</u> | 4 | 3 | 2 | 1 |
| Total Score | | 58 | | | | |

| 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 | | | | | | | | | |
| Average Score | | | | | 4.83 | | | | |

Overall recommendation : **Outstanding**


LUZ O. MORENO
 Project Leader/Study Leader