



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

NAME OF ADMINISTRATIVE STAFF: **MIKE B. PAUSANOS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	5.00	70%	3.500
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.476
TOTAL NUMERICAL RATING			4.976

TOTAL NUMERICAL RATING: **4.976**

Add: Additional Approved points, if any: _____


TOTAL NUMERICAL RATING: **4.976**

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


MIKE B. PAUSANOS
Name of Staff


Reviewed by:


ROMEL B. ARMECIN
NARC, Director

Recommending Approval:


ROMEL B. ARMECIN
NARC, Director

Approved:


MARIA JULIET C. CENIZA
Vice- President of R, E & I
1/19/23

VISAYAS STATE UNIVERSITY

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

MIKE B. PAUSANOS

Approved: ROMEL B. ARMECIN

[illegible]

Ave. Rating (Total Over-all rating)		
Additional Points:		
Punctuality	-	
Approved Additional points	-	
(with copy of approval)		
FINAL RATING		5 -
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:
Always on-time on scheduled travel

Evaluated & Rated by:

Recommending Approval:

Approved by:

ROMEL B. ARMECIN
Director, NARC
Date: _____

ROSA OPHELIA D. VELARDE
Director for Research
Date: 12/22/22

MARIA JULIET C. CENIZA
OVPREI
Date: _____

Exhibit I

PERFORMANCE MONITORINGName of Employee: **MIKE B. PAUSANOS**

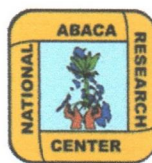
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	No. of actual hours driving to conduct and fetch NARC staff/visitors on official travel outside station	200	July 1, 2022	Dec. 31, 2022	280	Very Impressive	O	Always on-time on scheduled travel.
2	No. of hours vehicle maintained in good running condition	30	July 1, 2022	Dec. 31, 2022	45	Very Impressive	O	
3	No. of meetings attended	6	As Schedule		6	Very Impressive	O	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ROMEL B. ARMECIN
 NARC, Director



"Exhibit O"

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **July 1 to December 31, 2022**

Name of Staff: **MIKE B. PAUSANOS** Position: **ADMIN 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

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Page 1 of 2

FM-HRM-26

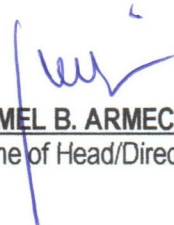
VO 11-12-21

No. 23-1PEAS-09

Total Score		59.0				
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		4.97				

Overall recommendation

: Very approachable & accommodating


ROMEL B. ARMECIN
 Name of Head/Director

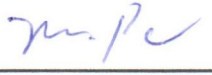
Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Page 2 of 2
FM-HRM-26
 V0 11-12-21

No. 23-1PEAS-09

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MIKE B. PAUSANOS**
Performance Rating: **OUTSTANDING**

Signature: 

Aim: To provide transport for centers' staff

Proposed Interventions to Improve Performance:

Date: July 1, 2022 Target Date: December 31, 2022

First Step:

-
- To maintain the good running condition of the center's vehicle.
 - To drive and transport centers' staff

Result:

- Well-maintained vehicle
- Efficient transport of visitors, clients and research staff.

Date: January 1, 2023 Target Date: June 30, 2023


Next Step:

- Assists in the conduct of the center's activities by providing transport and render over-time if necessary

Outcome: smooth implementation of the center's program.

- Always on-time on scheduled travel.
-

Prepared by:


ROMEL B. ARMECIN
Unit Head