



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Honrada, Miguel Jr.**

| Particulars (1) | Numerical Rating (2) | Percentage Weight (3) | Equivalent Numerical Rating (2x3) |
|---|-------------------------|--------------------------|---|
| Numerical Rating per IPCR | 4.5 | 70% | 3.15 |
| Supervisor/Head's assessment of his contribution towards attainment of office accomplishments | 4.73 | 30% | 1.42 |
| TOTAL NUMERICAL RATING | | | 4.57 |

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING: **4.57**

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by: \

PRECILA C. BELMONTE
Temp. Administrative Officer

Reviewed by:

MARLON M. TAMBIS/ EDGARDO. TULIN
Assistant Director/ Director

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research

Approved:

MARIA JULIET C. CENIZA
VP for Res., Ext., &
Innovation

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MIGUEL S. HONRADA JR.**, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 1, 2023 to June 30, 2023.

MIGUEL S. HONRADA JR
Ratee

Approved:

MARLON M. TAMBIS / EDGARDO E. TULIN
Asst. Director/Director


| MFO & PAPs | Success Indicators | Tasks Assigned | Target | Actual Accomplishment | Rating | | | | Remarks |
|---|---|--|--|-----------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| Administrative Services / Utility Services | No. of gates and doors opened and closed | To open and close entrance /exit gates and doors | 4 doors | 4 | 5 | 5 | 4 | 4.67 | |
| | No. of hours consumed in monitoring / checking of unlocked office doors, open lights and other office equipment | To check for unlocked doors, open lights and other office equipment prior to closing the doors and the gates | 60 hours | 60 | 4 | 4 | 5 | 4.33 | |
| | No. of comfort rooms cleaned and maintained | To clean and maintain comfort rooms of the Center | 6 CRs | 6 | 4 | 4 | 4 | 4 | |
| | No. of offices cleaned | To clean Center's offices | Whole Center's admin plus ESED Div and the training hall | 3 | 4 | 4 | 4 | 4 | |

| | | | | | | | | | |
|------------------------------|---|---|-------------------|-----|---|---|---|------|--|
| | No. of glass window panels cleaned | To clean the glass window panels | 140 glass windows | 140 | 5 | 4 | 4 | 4.75 | |
| | No. of hours consumed in the maintenance of PhilRootcrops and the processing area (sweeping of dried leaves / dirt and landscape maintenance) | To sweep / clean the PhilRootcrops quadrangle and at the processing area | 350 hours | 350 | 5 | 5 | 5 | 5 | |
| | | To maintain the landscape inside the quadrangle | 25 hours | 25 | 5 | 5 | 4 | 4.67 | |
| | No. of hours consumed in the preparation of the training hall for any activities of the Center and the University | To prepare the training hall for any activity (cleaning, mopping, sweeping, putting up of ornamental plants, dusting of tables, etc.) | 40 hours | 40 | 5 | 4 | 4 | 4.33 | |
| | No. of hours consumed in garbage disposal | To dispose garbage from the garbage bin to the compost pit | 20 hours | 20 | 5 | 5 | 5 | 5 | |
| | No. of utensils washed after meetings, parties and other activities | To wash utensils used after every activities | 100 sets | 80 | 5 | 5 | 4 | 4.27 | |
| Other duties | Number of DTRs prepared | To prepare monthly DTR | | | | | | | |
| Total Over-all Rating | | | | | | | | | |

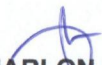
| | | |
|---|--|-------------------|
| Average Rating (Total Over-all rating divided by 4) | | |
| Additional Points: | | |
| Punctuality | | |
| Approved Additional points (with copy of approval) | | |
| NUMERICAL RATING | | 4-5 |
| ADJECTIVAL RATING | | Very satisfactory |

to attend training on landscaping.

Evaluated & Rated by:

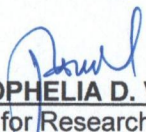

EDGARDO E. TULIN
 Director

Date: _____


MARLON M. TAMBIS
 Assistant Director

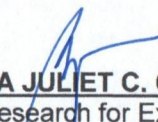
Date: _____

Recommending Approval:


ROSA OPHELIA D. VELARDE
 Director for Research

Date: _____

Approved by:


MARIA JULIET C. CENIZA
 VP. Research for Extension and Innovation

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

| | | |
|---|-----------------|---------------------------------|
| X | 1 st | Q U A R T E R |
| X | 2 nd | |
| | 3 rd | |
| | 4 th | |

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Prof. Marlon M. Tambis**

Name of Personnel: **Miguel S. Honrada Jr.**

| Activity Monitoring | MECHANISM | | | | Remarks |
|--|--|---|----------------------------|--------------------------|--|
| | Meeting | | Memo | Others (Pls. specify) | |
| | One-on-One | Group | | | |
| Monitoring <u>1st Quarter /</u> <u>2nd Quarter</u> a. Monitoring of the assigned office activities | One-on-one discussion with the concerned staff regarding feedback from other personnel and visitors on the assigned office activities e.g cleaning of staff rooms, comfort room and surroundings | Meeting with staff under the Administrative Division to tackle issues (negative and positive feedback) of other PhilRootcrops personnel | Memo to attend the meeting | | Negative feedback from concerned personnel were addressed e.g. dirty and smelly comfort rooms to clean and comfortable CRs |
| Coaching Coaching of staff on the proper procedure in doing the assigned tasks Encouraging the staff under the Admin Div to attend learning and development trainings offered by the Univ | One-on-one coaching | Group coaching through meetings and even in group discussions | | | Positive response to the coaching activity, negative feedback on the assigned office activity were immediately addressed |

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

PRECILA C. BELMONTE
Immediate Supervisor

Noted by:

MARLON M. TAMBIS / EDGARDO E. TULIN
Assistant Director/Director



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2023
Name of Staff: Miguel S. Honrada Jr

Position: Administrative Aide I

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 |

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.

| | | | | | |
|--|-------|---|---|---|---|
| improvement of his work accomplishment | | | | | |
| 12. Willing to be trained and developed | 5 | 4 | 3 | 2 | 1 |
| Score | Total | | | | |
| 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 | 4.73 | | | | |

Overall recommendation : _____


MARLON M. TAMBIS/EDGARDO E. TULIN
 Assistant Director/Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **MIGUEL S. HONRADA JR**Performance Rating: Very Satisfactory

Aim: Clean comfort rooms and other assigned areas

Proposed Interventions to Improve Performance:

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

First Step:

- Meeting and coaching of staff to come up with procedures on how to clean the comfort rooms properly and other assigned areas; periodic check-up of the assigned areas

Result:

Clean CRs and other assigned areasDate: July 1, 2023Target Date: Dec 31, 2023

Next Step:

- Meeting and coaching of staff of the improvement of his previous assignment, setting up of new assignments and targets for the year
- Periodic monitoring using the weekly monitoring chart; surprise monitoring to verify the accomplishment

Outcome: Clean assigned areas and CRs

Final Step/Recommendation:

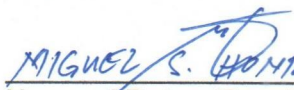
To maintain performance and or exceed the current performance; for recommendation to the Center's Personnel Committee as Outstanding Center Support Staff during the PhilRootcrops and VSU Anniversary.

To attend capability build-up trainings that will enhance individual skills and competencies; other trainings like health and wellness and stress management.

Prepared by:

 **MARLON M. TAMBIS**  **EDGARDO E. TULIN**
Asst. Director/Director

Conforme:


MIGUEL S. HONRADA JR
Name of Ratee /Faculty/Staff