

COMPUTATION OF FINAL INDIVIDUAL RATING  
ADMINISTRATIVE STAFF

Name of Administrative Staff: FELIPE M. MATIUM

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1 Numerical Rating per IPCR	4.333	70%	3.0331
2 Supervisor/Head's Assessment of his contribution towards attainment of office accomplishment	4.588	30%	1.3764
TOTAL NUMERICAL RATING			4.4095

TOTAL NUMERICAL RATING:  
Add: Additional Approved Points, if any:  
TOTAL NUMERICAL RATING:

4.8764 4.4095  
4.8764 4.4095  
4.8764 4.4095  
VS

FINAL NUMERICAL RATING:  
ADJECTIVAL RATING:

Prepared by:

  
**MARIO C. BANTUGAN**  
Adm. Aide III

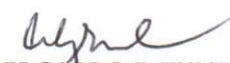
Reviewed by:

  
**MARIO LILIO VALENZONA**  
Dir./Dept/Office Head

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
Chairman, PMT

Approved:

  
**EDGARDO E. TULIN**  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FELIPE M. MATIUM of the GENERAL SERVICES DIVISION commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: January to June 2017

Approved:

FELIPE M. MATIUM  
Ratee

MARIO LILIO VALENZONA  
Head of Unit

MFO & Performance Indicators	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
Carpentry/ Masonry works	Completed repairs	various repair of Buildings	1285	1110	5	4	4	4	4.333
Furnitures	Completed repairs and fabrication	various repair and fabraication of furnitures	1285	1110	5	4	4	4	4.333
Tota:									
Total Over-all Rating									8.667

Average Rating (Total Over-all rating divided by 4)	4.333	Comments & Recommendations for Development Purpose:
Additional Points:		
Punctuality:		
Approved Additional point (with copy of approval)		
FINAL RATING	4.333	
ADJECTIVAL RATING	0	

Received:

Calibrated by:

Recommending Approval:

Approved by:

TERESITA L. QUIÑANOLA  
Planning Office


REMBEERTO A. PATINDOL  
PMT

REMBEERTO A. PATINDOL  
Vice President

EDGARDO E. TULIN  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FELIPE M. MATIUM of the GENERAL SERVICES DIVISION commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: January to June 2017

  
FELIPE M. MATIUM  
Ratee

Approved:   
MARIO LILIO VALENZONA  
Head of Unit

MFO & Performance Indicators	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Carpentry/ Masonry works	Completed repairs	various repair of Buildings	1285	1110	5	5	5	5	
Furnitures	Completed repairs and fabrication	various repair and fabraication of furnitures	1285	1110	5	5	5	5	
Total:									
Total Over-all Rating								10	

Average Rating (Total Over-all rating divided by 4)	5	Comments & Recommendations for Development Purpose:
Additional Points:		
Punctuality:		
Approved Additional point (with copy of approval)		
FINAL RATING	5	
ADJECTIVAL RATING	0	

Received:

TERESITA L. QUIÑANOLA  
Planning Office

Calibrated by:

  
REMBEERTO A. PATINDOL  
PMT

Recommending Approval:

  
REMBEERTO A. PATINDOL  
Vice President

Approved by:

EDGARDO E. TULIN  
President



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2017Name of Staff: FELIPE M. MATIUMPosition: Adm. Aide V

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		56				
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		22				
Average Score		4.588				

Overall recommendation \_\_\_\_\_

ME- P. VALENZONA  
Name of Head