SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: NILDA T. AMESTOSO

July - December 2019

Program Involvement (1)	Percentage Weight of Involve-ment		(Rating x%)		Equivalent Numerical Rating (2 X 3)
1. Instruction					
a. Head/Dean (50%)		4.92	50%	2.46	
b. Students (50%)		5	50%	2.50	
Total for Instruction	70%			4.96	3.47
2. Research					
a. Client/Dir. For Research (50%)					
b, Dept. Head/Center Director (50%)					
Total for Research	10%			4.89	0.49
3. Extension					
a. Client/Dir for Extension (50%)					
b. Dept. Head/Center Director (50%)					
Total for Extension	10%			5.00	0.50
4. Administration	10%			4.92	0.49
5. Production					
TOTAL	100%				4.95

EQUIVALENT NUMERICAL RATING:

4.95

0 4.95 Outstanding

ADJECTIVAL RATING:

Prepared by:

milanitar

Reviewed by:

ralah

ANALITA A .SALABAO Head, DBM

NILDA T. AMESTOSO

Name of Faculty

ANALITA A. SALABAO

Dean/Director

Approved:

BEATRIZ S. BELONIA

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NILDA T. AMESTOSO, Instructor of the Department of Business and Management commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2019 - December 2019

Approved:

ANALITA A. SALABAO

Head, DBM

NILDA T. AMESTOSO

Ratee

		Tasked		Percentage of			g	Remarks		
MFOs/PAPs	Success Indicators	Assigned	Target	Target ual Accomp	Accomplis hment	Q1	E2	Т3	A4	
Advanced Education Services	1. Graduate Degree Program Management Services									
	PI1: Number of graduate degree specializations offered and monitored									
	PI2: Total FTE monitored PI3: Percentage increase in number of graduate students enrolled		3.00	208%	6.25	5	5	5	5.00	
Walter Education Commission	PI4: Percentage increase in the number of students who graduated within prescribed period			1700/	12.50	-	-	-	5.00	
Higher Education Services	Full Time Equivalent (FTE) Vacation/Sick Leave	Teaching	8	170%	13.60	5	5	5	5.00	
i i	Number of Graduates:	readiling								
	Baccalaureate									
	Number of IMs Dev/Rev & Utilized									
	Revised IM's within the last 3 years	Compiler	2	100%	2	5	5	5	5.00	
	Number of Student Research and Field Practice Advising									
	Approved case study manuscript	Adviser	3	133%	4	5	5	5	5.00	
	Approved thesis outline/special problem	Adviser	3	133%	4	5	5	5	5.00	
	Approved thesis manuscript	Adviser								
	Student Advising and Consult Services:		2	100%	2	5	4	5	4.67	
	Number of student org advised	Adviser	2	150%	3	5	5	5	5.00	
	Student-related activities assisted	Adviser	2	100%	2	5	5	4	4.67	

Control No. 041

	Student advised as academic adviser	Adviser	50	100%	50	5	5	5	5.00	
	Academe/Industry Linkage established:									
	International									
	National									
	Local/Regional									
	Awards/Honors received by students/faculty:									
	Awards received by students									
	Number of awards received by faculty									
	Number of Professorial Chair awardee									
	Number of Scholarships availed									
Advanced education services										
	Number of Graduates within prescribed period:									
	Masters				1	5	5	5	5.00	
	Diploma									
	IMs Developed/Revised and Utilized									
	Revised IM's within the last 3 years		2	100%	2	5	4	5	4.67	
	Number of Student Research Advising									
	Approved special problem manuscript									
	Approved research outline (as member)									
	Student Advising and Consult Services:									
	Number of student organizations advised				**************************************					
	Number of student-related activities assisted		1	300%	3	5	5	5	5.00	
Research Services	Number of Outputs Published in CHED accredited journals/internationally indexed journals:									
	In Ref Interntl Journals								*	
	In Ref Natl Journals									
	In Institutional Journals									
	International									
	Number of papers published in other									
	peer-reviewed publications									
	(proceedings, monographs, etc.)									

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	Number of Outputs Presented in								
	Regional/National/International Fora /Conferences					-	-		
	In International					1	_		
	In National								
	In Regional								
	In Local								
	Percentage of Research Projects Conducted								
	and Completed on Schedule								
	Number of scientific fora coordinated/facilitated								
	Number of linkages forged:								
	International								
	National								
	Regional								
Extn Services	Number of person-days trained	Trainor							
	Number of trainings conducted	RP							
	Number of beneficiaries served:								
	Groups/ Institutions	RP							
	Individuals	RP							
	Awards recv (inter, natl, local):	4	*						
	Individual				1				
	Unit (Center, College, Department)				1				
	Technical/ Expert services		1				2		
	Consultancy	Consultant							
	Commodity teams		1	100%	1	5	5	5	5.00
	RDE reviewer/ panelist								
	Resource person	Resource person							
	Facilitator		2	100%	2	5	5	5	5.00
Seminars/symposium/									
conference attended	International								
	National		2	100%	2	5	5	5	5.00
	Local/Regional	Participant							
Admin Support			T			T			

Services										
	Number of department mtgs attended		6	117%	7	5	5	5	5.00	
	Number of execom meetings attended									
	Number of UAC mtgs attended		2	100%	2	5	5	5	5.00	
	Membership in university committees (IGP-BOM)		2	100%	2	5	5	4	4.67	
	Membership in College committees	Member	3	100%	3	5	5	5	5.00	
	Membership in the department committees	Member								
	Prompt submission of required documents									
	Annual Report									
	Procurement Plan									
	Staff Development Plan									
*	Number of Faculty Mentored									
	Number of department activities supervised		2	100%	2	5	4	5	4.67	
	Number of faculty members for study leave									
	Number of grade shees submitted									
otal Over-all Rating									98.33	

Average Rating (Total overall rating divided by 4)	4.92	
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING	4.92	
ADJECTIVIAL RATING		den and the filter of the second of the seco
Evaluated & Rated by: Recomp		Approval:

Very effective in her research and extension Involment;
4.92 involvement; Needs to publish result.

Comments & Recommendations for Development Purpose:

ANALITA A. SALABAO

Dept/Unit Head

ANALITA A. SALABAD

Vice President

Approved by:

Date: _____

Date

Date: _____

BEATRIZ'S. BELONIAS

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

PERFORMANCE MONITORING & COACHING JOURNAL

1st	Q
2 nd	A
3 rd	R
4th	E R

Name of Office: Dept. of Business and Management

Head of Office: Analita A. Salabao

Number of Personnel: NILDA T. AMESTOSO

A attritue							
Activity Monitoring		eting	Memo	Others (Pls.	Remarks		
	One-on-One	Group	Wiemo	specify)			
Monitoring		Sharing information and advice on possible journals where articles for publication may be submitted		Following up the progress of extension project of DBM	Very productive discussion		
Coaching	How to negotiate for extension project funds				Effective and successful		

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

Conducted by:

Immediate Supervisor

Noted by:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:

NILDA T. AMESTOSO

Performance Rating:

July - December 2019

Aim: To write 1 teaching guide for the Master of Management Program

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2019

Target Date: <u>December 2019</u>

First Step:

To gather new textbooks to use as references for the teaching guide that will be written.

Result:

Bound teaching guide

Date:

Target Date:

Next Step:

Apply ISBN for the completed teaching guide.

Outcome:

Classroom teaching is facilitated

Final Step/Recommendation:

To continue attending retooling activities to upgrade competency to perform instruction, research and extension functions, to write teaching guide for every course taught.

Prepared by:

ANALITA A. SALABAC

Unit Head

Conforme:

NILDA T. AMESTOSO Ratee

cc: ODA-HRD