



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: ALAN M. GUARTE

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.50	70%	3.15
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	30%	1.40
TOTAL NUMERICAL RATING			4.55

TOTAL NUMERICAL RATING: 4.55

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: 4.55

FINAL NUMERICAL RATING 4.55

ADJECTIVAL RATING: Outstanding

Prepared by:

ALAN M. GUARTE

Name of Staff

Reviewed by:

ELDON P. DE PADUA

Head, DABE

Recommending Approval:

JANNET C. BENCURE

Dean, CET

Approved:

BEATRIZ S. BELONIAS
ROTACIO S. GRAVOSO

Vice President for Academic Affairs




VISAYAS
STATE UNIVERSITY


**DEPARTMENT OF AGRICULTURAL
AND BIOSYSTEMS ENGINEERING**


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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ALAN M. GUARTE, Administrative Staff of the Office of the Department of Agricultural & Biosystems Engineering, 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 to December 2023.


ALAN M. GUARTE
Administrative Aide
Date:

Approved:

ELDON P. DE PADUA
Head, DABE
Date:


JANNET C. BENCURE
Dean, CET
Date:


Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 9: Number of student	A20. Number of Student		Assists student	1	5	5	5	4	4.67	
	PI 11. Additional outputs	A 25. Number of Additional									
		Program		Prepares documents and /or							
UMFO 5. SUPPORT TO OPERATIONS											
	OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all	A 44. Compliance to all		Ensures that all the QMS	zero non-	zero non-	4	4	4	4.00	

		A 45. Compliance to all requirements of the program and institutional accreditations:		Prepares required documents and complies all requirements as prescribed in the accreditation tools	100%	100%	5	5	5	5.00	
		On program accreditations									
	PI 9. Additional Outputs	Number of in-house seminars/trainings/ workshops/reviews conducted	Assist	Assists in preparing seminars/ trainings/conventions/ workshops presentations							
		Number of in-house	Attended	Attended various university							
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero complaint from clients	0	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs		Disinfect DABE Office and	100%	100%	4	4	4	4.00	
		Number of documents	Documentation	Maintenance record,	5	5	4	4	4	4.00	
		Number of students assisted	Prepares the	Assist the students for	20	30	5	4	4	4.33	
		Number of OPCR and IPCR	Prepares and	Prepares the IPCR	1	1	5	5	5	5.00	
		Number of committee handled	Member of the	College Lawn and Building	1	1	4	4	4	4.00	
		Number of machineries and handtools prepared	Preparation	Preparation of Machineries and handtools for students workshop	5	10	5	5	5	5.00	
		No. of Machineries and handtools monitored	Monitoring	monitoring of the machineries and handtools	30	50	4	4	4	4.00	
		Number of Application for CHED Center of Excellence	Documentation	Assist in preparing of documents for CHED Center of Excellence/ Center of Development in Ag. Engineering	1					0.00	

		No. of Machineries and handtools maintained	Maintenance	Maintenance of the machineries and handtools	30	50	5	5	5	5.00	
		Number of times of maintenance of Supplies, materials and equipment in the CPB Laboratory Room	Maintenance of the apparatus	Maintenance of the apparatus	4 times/ week	4 times/ week				0.00	
Number of Performance Indicators Filled-up							12				
Total Over-all Rating							54.000				
Average Rating							4.50				
Adjectival Rating							Outstanding				
Comments & Recommendations for Development Purpose: Recommend to attend trainings / workshops to improve his skills and performance											


Evaluated and Rated by:


ELDON P. DE PADUA
Head, DABE
Date:

Recommending Approval:


JANNET C. BENCURE
College Dean
Date:

Approved:


BEATRIZ S. BELONIAS
ROTACIO S. GRAVOSO
VP, Academic Affairs
Date:

PERFORMANCE MONITORING FORM

Name of Employee: ALAN M. GUARTE

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	Advanced Education - evaluating MSAE admission application	-	-	-	-	-	-	Not Teaching MS
2	Higher Education - Teaching BS courses	-	-	-	-	-	-	Not Teaching MS
3	Research services	-	-	-	-	-	-	No Research conducted
4	Extension services	-	-	-	-	-	-	No Extension services
5	Support to operations	Varied ISO & acad. documents and services	7-1-2023	12-31-2023	7-31-2023	VI	VS	Assigned ISO, acad. documents, etc. done
6	General administration & support services	Varied general documents & services	7-1-2023	12-31-2023	7-31-2023	VI	VS	Assigned gen. docs. & services done

*Either very impressive (VI), impressive (I), needs improvement (NI), poor (P), very poor (VP)

**Outstanding (O), very satisfactory (VS), satisfactory (S), unsatisfactory (US), poor (P)

Prepared by:


ELDON P. DE PADUA

Head, DABE



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December 2023

Name of Staff: Alan M. Guarte


Position: Admin. Aide (Welder II)

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					
Average Score	4.667				
<p>Overall recommendation:</p> <p>The undersigned recommends Mr. Guarte to particularly work on Section A, Item 10, of this rating instrument re: "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"</p>					


ELDON P. DE PADUA
 Head, DABE



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Alan M. Guarte**

Performance Rating: 4.62

Aim: Mr. Alan M. Guarte as an effective person-in-charge of engineering workshop of the Department of Agricultural and Biosystems Engineering (DABE).

Proposed Interventions to Improve Performance:

Note:

Mr. Alan M. Guarte will be developed into an effective person-in-charge of engineering workshop of DABE.

Date: July 1, 2023

Target Date: December 31, 2023

First Step

- Re-orientation on the roles and responsibilities of a person-in-charge of engineering workshop and orientation/updating on the new and emerging tools and equipment which will be used in different courses offered in the BS Agricultural and Biosystems Engineering (BSABE) program that will be done at the engineering workshop.


Second Step

- Send to relevant trainings/workshops/seminars to improve the technical and professional proficiency of the staff.


Results:

- Mastery on the proper use, organization, and management of laboratory tools, equipment, and other facilities in engineering workshop of DABE.
- Improved technical and professional skills.

Prepared by:


ELDON P. DE PADUA
Head, DABE

Conforme:


ALAN M. GUARTE
Staff, DABE