

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff:

ROGELIO E. PONCE

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.833	x 70%	3.383
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.823	x 30%	1.447
TOTAL NUMERICAL RATING			4.830

TOTAL NUMERICAL RATING:

4.830

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

4.830

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ROGELIO E. PONCE

Name of Staff

ARTHUR IT. TAMBONG, FPSAE

Department/Office Head

Recommending Approval:

REMBERTO A. PATINDOL, Ph.D.

Chairman, PMT

Approved:

EDGARDO E. TULIN, Ph.D.

President



Visayas State University
College of Engineering
DEPARTMENT OF AGRICULTURAL ENGINEERING
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROGELIO E. PONCE, Staff of the Department of Agricultural Engineering, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December, 2016.

ROGELIO E. PONCE

General Foreman

Date: December 29, 2016

ARTHUR IT. TAMBONG

Department Head

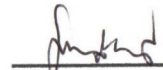
Date: December 29, 2016

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	Details of Accomplishment (Jul-Dec 2016)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 6	General Admin. & Support Services (GASS)	PI 10. Efficient and customer-friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	Zero complaint from clients	Zero complaint from clients	5	5	5	5.0	Zero complaint from the clients

		PI 11. Additional Outputs									
		No. of construction projects supervised	Construction of the College of Engineering Annex A and B and renovation of the Old Library	Supervised the construction of CoE Annex A and B and the renovation of the old library	3	3	5	5	5	5.0	
		Number of personnel supervised	Construction of the College of Engineering Annex A and B and renovation of the Old Library	Supervised construction workers	50	84	5	4	5	4.7	
		Number of construction supplies requested and followed up	Construction of the College of Engineering Annex A and B and renovation of the Old Library	Prepared list of construction supplies for purchase and followed up at SPMO	100	150	5	5	4	4.7	
Number of Performance Indicators Filled-up									3		
Total Over-all Rating									19.333		
Average Rating									4.833		
Adjectival Rating											


Received by:


 Planning Officer
 Date: _____


Calibrated by:


REMBERTO A. PATINDOL, Ph.D.
 Chairman, PMT
 Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS, Ph.D.
 Vice Pres. for Instruction
 Date: _____

Approved:


EDGARDO E. TULIN, Ph.D.
 President
 Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - Dec. 2016
 Name of Staff: Rogelio E. Ponce Position: Gen. Foreman

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	59				
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	23				
Average Score	4.823				

Overall recommendation

Very good construction Gen. Freeman.

Name of Head/Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rogelio E. Ponce Signature:  Date: _____
Performance Rating: _____

Aim: To further improve performance.

Proposed Interventions to Improve Performance:

Date: 10/18/16 Target Date: Last Qtr 2016

First Step: Advised to retain only well performing
carpenters and workers.

Result: He ranked workers and carpenters under
his general foremanship for employment
renewal purposes.

Date: _____ Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:

Prepared by:


ARTHUR L. TAMBONG, FPSAE
Immediate Supervisor