



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF
July to December 2021**

Annex P

Name of Administrative Staff: **CHITO L. LEONOR**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.778	70%	3.34
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.44
TOTAL NUMERICAL RATING			4.78

TOTAL NUMERICAL RATING: 4.78


Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.78

FINAL NUMERICAL RATING 4.78

ADJECTIVAL RATING: Outstanding

Prepared by:


CHITO L. LEONOR
Name of Staff

Reviewed by:


MARISEL A. LEORNA
Director

Approved:


MARIA JULIET C. CENIZA
Vice President, Research, Extension & Innovation




Visayas State University
NATIONAL COCONUT RESEARCH CENTER - VISAYAS
 Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, CHITO S. LEONOR, Admin Aide III of the National Coconut Research Center - Visayas, 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 2021.


CHITO S. LEONOR
 Admin. Aide III


MARISEL A. LEORNA
 Director, NCRC-V
 Date: _____

MFO No.	MFOs/PAPs	Success Indicator (SI)	Task Assigned	Target	% of Accomplishments	Actual Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
	General Administration and Support Services (GASS)										
8	Administrative and Facilitative Services										
	Efficient office management and maintenance	Number of NCRC-V meetings conducted	Attend University/department's meeting	6	200.00%	12	5	4	5	4.67	
		Number of visitors/clients/investors briefed and entertained.	Entertains visitors/clients	10	150.00%	15	4	5	5	4.67	
		Number of documents photocopied/scanned	Helps photocopy/scan official documents	50	200.00%	100	4	5	5	4.67	
		Number of documents sorted	Helps sort official office documents	100	150.00%	150	5	5	5	5.00	
		Percentage of trips completed for in-campus & out-campus trips to conduct/fetch NCRC Personnel to their destinations	Drives NCRC-V vehicle for in-campus & out-campus trips to conduct/fetch NCRC personnel to their destinations	100% of staff/visitors conducted safely	100.00%	100% of staff/visitors conducted safely	5	5	4	4.67	

		Number of times vehicles were maintained to ensure its availability, cleanliness and good running condition	Maintain/check the NCRC-V vehicles to ensure its availability, cleanliness and good running condition.	3 times a week (maintain/check vehicle)	133.33%	4 times a week (maintain/check vehicle)	5	5	5	5.00	
										4.778	
Average Rating			4.778		Comments and Recommendations for Development Purpose: <i>be able to troubleshoot + tries to solve work-related problems / assigned tasks. May improve communication with supervisor</i>						
Punctuality											
Approved Additional Points (w/ copy of Approval)											
FINAL RATING			4.778								
ADJECTIVAL RATING			OUTSTANDING								

Evaluated by:


MARISEL A. LEORNA
Center Director

Date: _____

Approved:


MARIA JULIET C. CENIZA
Vice President for Research, Extension &
Innovation

Date: _____

PERFORMANCE MONITORING FORM

July to December 2021

Name of Employee: **CHITO L. LEONOR**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Overall Assessment of Output**	Remarks/Recommendat
1.	Assists and helps facilitate NCRC-V In-House Review and Workshop	Assisted and helped facilitate NCRC-V In-House Review and Workshop						
2.	Assist/helps facilitate training	Assisted/helped facilitate 3 trainings	July 2021	December 2021	Dec. 2021	Very Impressive	Very Satisfactory	
3.	Efficient and customer friendly frontline service	Efficient and customer friendly frontline service, with no complaints	July 2021	December 2021	Dec. 2021	Very Impressive	Very Satisfactory	
4	Drives NCRC-V vehicle for in-campus & out-campus trips to conduct/fetch NCRC personnel to their destinations	Conducted/fetched staff of NCRC-V, other offices and visitors to the different places in Luzon, Visayas and Mindanao (100% staff/visitors conducts safely)	July 2021	December 2021	Dec. 2021	Very Impressive	Very Satisfactory	
5.	Sees to it that NCRC-V Adventure is available, clean and in good running condition	Sees to it that NCRC-V Adventure is available, clean and in good running condition (4 times a week checks and maintains)	July 2021	December 2021	Dec. 2021	Very Impressive	Very Satisfactory	
6.	Repairs minor defective parts of NCRC-V Adventure	Repaired 3 minor defective parts of NCRC-V Adventure	July 2021	December 2021	Dec. 2021	Very Impressive	Very Satisfactory	
7	Prepares DTR, PDS and other documents	Prepared 6 DTR, 1 PDS and other documents	July 2021	December 2021	Dec. 2021	Very Impressive	Very Satisfactory	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor


 MARISEL A. LEORNA
 Unit Head



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY TO DECEMBER 2021

Name of Staff: CHITO L. LEONOR Position: Admin Aide III

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

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.

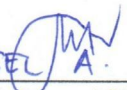
Page 1 of 2
FM-HRM-26
V0 11-12-2021

No. 297

58/12 = 4.83

Total Score						
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		80				
Average Score						

Overall recommendation : _____


 MARISEL A. LEORNA
 Printed Name and Signature
 Head of Office

PERFORMANCE MONITORING & COACHING JOURNAL

July to December 2021

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

Name of Office: NCRC-V

Name of Employee: CHITO L. LEONOR

Head of Office: MARISEL A. LEORNA

Number of Personnel: _____

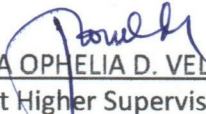
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Organization of vehicle tools	✓	✓			
Coaching					
Vehicle maintenance	✓			With assistance from PPO	

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

Conducted by:

Noted by:


MARISEL A. LEORNA
Immediate Supervisor


ROSA OPHELIA D. VELARDE
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN
July to December 2021

Name of Employee: CHITO L. LEONOR

Performance Rating: _____

Aim: To become an efficient and effective Driver

Proposed Interventions to Improve Performance:

Date: July 15, 2021 Target Date: July 26, 2021

First Step:

Meeting with the Office driver to discuss basic vehicle maintenance in preparation for the coming of the procured vehicle.

Date: August 3, 2021 Target Date: December 31, 2021


Next Step:

With the help of the Physical Plant Office, conduct an actual maintenance and repair of a Toyota Van.

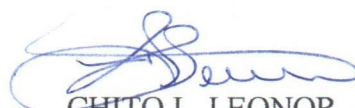
Outcome: The office driver is now ready to drive NCRC's new Toyota Van

Final Step/Recommendation:

Prepared by:


MARISEL A. LEORNA
Director, NCRC-V

Conforme:


CHITO L. LEONOR
Name of Ratee