



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: NELITA C. BORNIA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.76	70%	3.332
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.44
TOTAL NUMERICAL RATING			4.77

TOTAL NUMERICAL RATING: 4.77

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING 4.77

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

NELITA C. BORNIA  
Name of Staff

Reviewed by:

ROSARIO A. SALAS  
Department/Office Head

Recommending Approval:

VICTOR B. ASIO  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **NELITA C. BORNIA**, of the Department of Horticulture 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, 2019.

*Nelita C. Bornia*  
**NELITA C. BORNIA**  
Ratee

Approved:

*Rosario A. Salas*  
**ROSARIO A. SALAS**  
Head of Unit

MFO & PAPs	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>	
Research Services	No. of research projects maintained/prepared	Lead in land and seedling preparation, planning, staking, planting, harvesting of produce.  Care and maintenance	2	2	5	5	5	5	
	No. of data gathered	Data gathered, recorded, analyzed and tabulated	15	15	5	5	4	4.67	
	No. of reports made submitted	Submitted reports	13	13	4	5	5	4.67	
	No. of laborers managed/supervised in the nursery	Supervised laborers	1	1	4	5	5	4.67	
Other tasks in support to research services	No. of ornamental plants propagated through tissue culture	Mass propagation of ornamental plants through tissue culture	50	50	4	5	5	4.67	
Other functions in support to instruction	No. of student activities assisted	Hold class when concerned instructor is on travel  Proctor in examinations  Facilitate instructors evaluation by students	1	1	5	4	5	4.67	
	No. of laboratories maintained	Maintained the tissue culture laboratories	1	1	5	5	5	5	


	No. of communities served as member	Member of w committees fir VSU Anniversary							
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 4)		33.33
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.76
ADJECTIVAL RATING		Outstanding


Comments & Recommendations  
for Development Purpose:

keep up the good  
work


Evaluated and Rated by:

  
ROSARIO A. SALAS  
Head, DOH  
Date: \_\_\_\_\_

Recommending Approval:

  
VICTOR B. ASIO  
Dean, CAFS  
Date: \_\_\_\_\_

Approved by:

  
BEATRIZ S. BELONIAS  
VP for Instruction  
Date: \_\_\_\_\_

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





**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period:

Name of Staff: \_\_\_\_\_ Position: \_\_\_\_\_

**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

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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					58				
Average Score					4.83				

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

  
ROSARIO A. SALAS  
Printed Name and Signature  
Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NELITA C. BORNIAS

Performance Rating: Outstanding

Aim: To sustain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: December 2019

First Step: To be able to attend and participate in trainings, seminars/conferences and scientific forum. To be able to help improve the ornamental nursery. To pass licensure examination.

Result: Attended training, seminars and scientific forum.

Maintained and helped improve the ornamental crops project.

Date: January 2020 Target Date: July 2020

Next Step: To be able to attend and participate in trainings, seminars/conferences and scientific forum. To be able to help improve the ornamental nursery. To pass licensure examination

Outcome: \_\_\_\_\_

Final Step/Recommendation: \_\_\_\_\_

Prepared by:

ROSARIO A. SALAS  
Unit Head

Conforme:

NELITA C. BORNIAS  
Name of Ratee Faculty/Staff