

## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

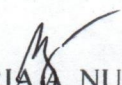
Name of Administrative Staff: YOLANDA U. BALBARINO

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
13. Numerical Rating per IPCR	4.79	4.79 x 70%	3.35
14. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	4.66 x 30%	1.39
<b>TOTAL NUMERICAL RATING</b>			<b>4.74</b>

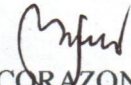
TOTAL NUMERICAL RATING: 4.74  
 Add: Additional Approved Points, if any: 0.00  
 TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: OUTSTANDING

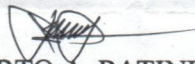
Prepared by:

  
 MARIA A. NUÑEZ  
 AA IV

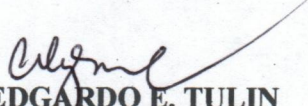
Reviewed by:

  
 CORAZON U. NUEVO  
 Head, Cash Office

Recommending Approval:

  
 REMBERTO A. PATINDOL  
 Chairman, PMT

Approved:

  
EDGARDO E. TULIN  
 President



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

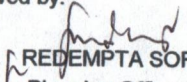


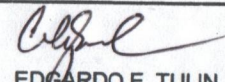
I, Yolanda U. Balbarino, of the Cash Division commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of January 1, 2016 to June 30, 2016

*Yolanda U. Balbarino*  
YOLANDA U. BALBARINO  
Ratee

Approved: *Corazon U. Nuevo*  
CORAZON U. NUEVO  
Head of Unit

MFO & PAPS		Success Indicators	Tasks Assigned	Target	Actual Accomplishment as of	Percentage Accomplishment	Rating					Remarks
FINANCIAL MANAGEMENT MFO 2												
Cash Management 2												
2.1 Disbursement services		Maximized utilization of Cash Allocation intended for the university w/ approved processed documents, customer satisfaction and error free.	Received and encoded vouchers and payrolls ready for check issuance and cash payment Sorted payrolls and vouchers by funding and turned over to check preparation in-charge	9500 9500	11,321 10,500	119% 110%	5 5	4.5 4	5 5	4.83 4.66		
2.2 Collection Services		Collected, receipted & deposited promptly all income of the University w/ Developed system in easy access of semester and school year in paying	Encoded check issued ready for release Received & receipted income during peak season... Make use of the system in receiving accounts receivables.	9500 300 20	10,500 400 25	110% 133% 125%	5 5 5	4 5 5	5 5 5	4.66 5 5		
2.3 Financial Reports		Financial mandated Reports submitted to office concerned on the prescribed time and error free.	Cross checked paid vouchers/payrolls against the cash book. Prepared Report of check Issued &Cancelled for fund 101 Cebu, PCC, RF 161, & A/P. Stamped "Paid to paid vouchers & payrolls of the assigned funds." Generated, bounded and submitted Report of Checks Issued and cancelled.	600 20 800 15	800 30 1,000 20	133% 150% 125% 133%	5 5 5 5	4.5 4 5 5	4 4 5 5	4.5 4.33 5 5		



SERVICES & MANAGEMENT MFO										
	7AM to 7PM collection services to accommodate payments during enrollment w/ csustomer satisfaction and error free.	Collected school fees	1000	1800	180%	5	5	5	5	
Customer Friendly										
Frontline Service	No noon Break Policy to entertained clients during theis period	Catered the needs of the clients	100%	100%	100%					
Total Over-all Rating		47.98								
Average Rating (Total Over-all rating divided by 10)		4.79								
Additional Points:		Comments & Recommendations for Development Purpose:								
Punctuality										
Approved additional points(with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING										
Received by:		Calibrated by:		Recommending Approval:		Approved by:				
 REDEMPTA SORIA Planning Office Date:		 REMBERTO A. PATINDOL, F.M. Vice President Administration and Finance PMT Date:		 REMBERTO A. PATINDOL Vice President Date:		 EDGARDO E. TULIN President Date:				
1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average										



## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan - June 2016

Name of Staff: Yolanda C. Palbarino Position: Adm. Aide

**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
2.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	(5)	4	3	2	1
3.	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
4.	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
5.	Keeps accurate records of her work which is easily retrievable when needed.	(5)	4	3	2	1
6.	Suggests new ways to further improve her work and the services of the office to its clients	(5)	4	3	2	1
7.	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
8.	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
9.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	(5)	4	3	2	1
10.	Willing to be trained and developed	(5)	4	3	2	1



Total Score					
B. Leadership & Management <i>(For supervisors only to be rated by higher supervisor)</i>					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					76
Average Score					4.64

Overall recommendation :

  
**CORAZON U. NUEVO**  
 Supervising Admin. Officer

\_\_\_\_\_  
 Name of Head