



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

NAME OF ADMINISTRATIVE STAFF: **BERTULFO M. GUMBA**

<b>Particulars (1)</b>	<b>Numerical Rating (2)</b>	<b>Percentage Weight (3)</b>	<b>Equivalent Numerical Rating (2x3)</b>
1. Numerical Rating per IPCR	5	70%	3.5
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.94	30%	1.48
<b>TOTAL NUMERICAL RATING</b>			<b>4.98</b>

TOTAL NUMERICAL RATING: **4.98**

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

TOTAL NUMERICAL RATING: **4.98**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

**BERTULFO M. GUMBA**  
Name of Staff

Reviewed by:

**ROMEL B. ARMECIN**  
NARC, Director

Recommending Approval:

**ROMEL B. ARMECIN**  
NARC, Director

Approved:

**SANTIAGO T. PEÑA JR.**  
Vice- President for RE&I

"Exhibit B"

# **VISAYAS STATE UNIVERSITY**

Visca, Baybay City, Leyte, Philippines

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

I, **BERTULFO M. GUMBA**, *Laboratory Technician* of the **National Abaca Research Center-Visayas State University** commits to deliver and agree on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2024 to June 2024**.

**BERTULFO M. GUMBA**

Ratee 7/11/24

Approved: **ROMEL B. ARMECIN**

Head of Unit 7/12/24

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO5: Research &amp; Extension</b>									
<b>Admin. &amp; Support Services</b>									
Develops new design of handicraft from abaca waste	No. of hours design developed	Designs developed	1	6	5	5	5	5	
Conducts skills training on abaca handicraft	No. of hours per training	Skills training conducted							
Makes handicraft products from abaca waste for display/exhibit	No. of hours handicraft finished for display/exhibit	Products for display/exhibit	7	15	5	5	5	5	
Assesses/evaluates the quality of the weaver's finished products	No. of hours assessed finished products	Assess finished products	38	58	5	5	5	5	
Records all finished products into logbook and issues log slip to the weavers	No. of hours finished products recorder	Records finished products	38	58	5	5	5	5	
Briefs the visitors on processing and making of abaca handicrafts	No. of hours visitors briefed	Briefs visitors	5	20	5	5	5	5	

	No. of meetings attended	Attends meeting	6	10	5	5	5	5	
<b>Total Over-all Rating</b>								5	

Ave. Rating (Total Over-all rating)		
Additional Points:		
Punctuality	-	
Approved Additional points	-	
(with copy of approval)		
<b>FINAL RATING</b>		5
<b>ADJECTIVAL RATING</b>		OUTSTANDING


Comments & Recommendation for Development Purpose:


Needs to participate/attend training related to handicraft products

Evaluated & Rated by:

Recommending Approval:

Approved by:

  
**ROMEL B. ARMECIN**  
 Director, NARC  
 Date: 7/12/24

  
**IVY C. EMNACE**  
 Director for Research  
 Date: 7/10/24

  
**SANTIAGO T. PEÑA JR.**  
 OVRPEI  
 Date: 7/18/24

## Exhibit I

## PERFORMANCE MONITORING

Name of Employee: **BERTULFO M. GUMBA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Overall assessment of output**	Remarks/ Recommendation
1	No. of hours to develop new designs of handicraft from abaca waste	11	January 1, 2024	June 30, 2024	6	Very Impressive	O	Needs to participate/ attend trainings related to handicraft production
2	No. of hours to conduct per skills training on abaca handicraft		As per request					
3	No. of hours to finish for display/exhibit handicraft products from abaca waste	7	January 1, 2024	June 30, 2024	15	Very Impressive	O	
4	No. of hours to assess/evaluate from weaver's finished products	38	January 1, 2024	June 30, 2024	58	Very Impressive	O	
5	No. of hours to record finished products and issued log slip to weavers	38	January 1, 2024	June 30, 2024	58	Very Impressive	O	

6	No. of hours to brief visitor on the processing and making of abaca handicrafts	5	As scheduled	20	Very Impressive	O	
	No. of meetings attended	6		10	Very Impressive	O	

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

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

Prepared by:

  
**ROMEL B. ARMECIN**  
 NARC, Director

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: BERTULFO M. GUMBA

Performance Rating: OUTSTANDING

Aim: To produce and promote abaca products.

Proposed Interventions to Improve Performance:

Date: January 1, 2024

Target Date: June 30, 2024

**First Step:**

- Conduct skill training on abaca products.
- To develop new handicraft products.
- To produce and assists in marketing abaca products.

**Result:**

- On-time production of ordered abaca products.
- Efficient conduct of skills training.
- Availability of products-prototype.

Date: January 1, 2024

Target Date: June 30, 2024

**Next Step:**

- Assists the In-charge in the production of abaca products and conduct overtime if necessary.

**Outcome:**

- Effective productions of abaca products.

**Final Step/Recommendation:**

- Needs to participate/attend trainings related to handicraft production.

Prepared by:

  
**ROMEL B. ARMECIN**  
Unit Head

Conforme:

  
**BERTULFO M. GUMBA**  
Name of Ratee Faculty/Staff



Exhibit O"

**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: **January 1 to June 30, 2024**

Name of Staff: **BERTULFO M. GUMBA**

Position: **Lab. Tech**


**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						
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					5

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

  
**ROMEL B. ARMECIN**  
 Director, NARC

**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.