



**VISAYAS**  
STATE UNIVERSITY

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009-267  
28 JAN 2023

Department of Business and Management  
COLLEGE OF Management & Economics  
VISAYAS STATE UNIVERSITY



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Bert C. Penalosa, head of the Department of Business and Management, 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 2022.

**BERT C. PENALOSA**

OIC-Department Head  
Date: 1/10/23

**MOISES NEIL V. SERINO**

College Dean  
Date: 1/10/23

Personnel	Min. FTE (2)	Total FTE (1x2)
Department Head	0	
Faculty w/ Univ. Designated Position	0	
Regular Faculty (VSL)*	0	
Regular Faculty (TLS)*	0	
Part time Faculty	0	
Admin Staff Members	0	
<b>TOTAL:</b>		

Publication Extension

0	0
0	0
0	0
0	0
0	0
0	0

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

Note:

- \* On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units
- \*\* On Teacher's Leave status. Minimum FTE required is 18 units
- \*\*\* Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4))

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Accomplishment (Accumulated)	% Accomplishment	Details of Accomplishments	Rating				Remark (Details of the targetted outputs indicators with *)	% weight
							Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)											
	OVPI MFO 1. Graduate Degree Program Management Services											
	1 PI.1. Percentage of graduate school faculty engaged in	& Faculty										4%
	a. pursuing advanced research degree program (Ph.D) *		14.29%	14.29%	100%	2 faculty members are studying Phd: *Ratilla, Teves	5.0	5.0	5.0	5.0		





	<b>PI 2.</b> Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	85%	90.00%	106%	Based from the 2020 survey, there were 54/60 who were employed.	5.0	5.0	5.0	5.0		2.5%
	<b>PI 3.</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	30%	9.31%	31%		2.0	2.0	2.0	2.0		2.5%
	<b>PI 4.</b> Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	1	1	100%	BSAB	5.0	5.0	5.0	5.0		2.5%
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	550	714.54	130%							20%
	<b>PI 8:</b> Number of students advised: *	Academic adviser	550	989.00	180%	826- first sem 2022; 163- graduates last June	5.0	5.0	5.0	5.0		
	<i>On thesis/ field practice/special problem</i>	Case study/field practice	90	170.00	189%	7- first sem 2022-2023 (1- thesis, 6- EDP); 163- 151-EDP, 12- SP)	5.0	5.0	5.0	5.0		1%
	<i>No. of approved manuscript submitted within prescribed period</i>		80	163	204%		5.0	5.0	5.0	5.0		1%
	<i>On consultation</i>		350	1165.00	333%	Multiple responses from faculty	5.0	5.0	5.0	5.0		0.5%
	<b>PI 9:</b> Number of student organizations advised/ assisted *	& Faculty										
	<i>Student organizations advised</i>		2	2	100%	SABS and LA ministry	4.0	4.0	4.0	4.0		1.25%
	<i>Student organizations assisted on student related activities</i>		1	7	700%		5.0	5.0	5.0	5.0		1.25%
	<b>PI 10:</b> Number of instructional materials developed *	& Faculty										10%
	<i>On-line ready courseware</i>	Dept. Head & Faculty	47	17	36%	Multiple responses from faculty	2.0	2.0	2.0	2.0		
	<i>Flexible instructional materials</i>	Dept. Head & Faculty	67	166	248%		5.0	5.0	5.0	5.0		
	<i>Assessment tools</i>	Dept. Head & Faculty	83	398.00	480%		5.0	5.0	5.0	5.0		
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	Dept. Head & Faculty	47	123.00	262%		5.0	5.0	5.0	5.0		
	<b>PI 11:</b> Additional Outputs	Dept. Head & Faculty	1	22.00	2200%		5.0	5.0	5.0	5.0		



	Program Accreditation/ evaluation			39.00		*Gamotin, Abamo, Penalosa, Poliquit, Tan, Ongy, Amestoso	5.0	5.0	5.0	5.0		
	Agency/firm/industry linkages			44.00		*Bongat, Penalosa, Abamo, Alacio, Mangaoang, Ongy	5.0	5.0	5.0	5.0		
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>											
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	12	12	100%	*Abamo, Bongat, Tan, Lao, Paradero, Andrino, Mangaoang	4.0	4.0	4.0	4.0		2%
	<b>PI 2.</b> Number of research outputs completed within the year *	Dept. Head & Faculty	2	10	500%	*Abamo, Bongat, Tan, Pugosa, Paradero, Gamotin, Ongy, Amestoso	5.0	5.0	5.0	5.0		2%
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	50%	36%	71%		3.0	3.0	3.0	3.0		
	<i>In refereed int'l journals</i>		50%	29%	57%	*Abamo, Paradero, Mangaoang, Ongy, Amestoso, Pomida	3.0	3.0	3.0	3.0		1.50%
	<i>In refereed nat'l/regional journals</i>		50%	21%	43%	*Lao, Mangaoang	3.0	3.0	3.0	3.0		0.50%
	<b>PI 4.</b> Number of research outputs presented in regional/national/int'l fora/conferences *	Dept. Head & Faculty										
	<i>In int'l fora/conferences</i>		3	22.00	733%	*Abamo, Gamotin, Bongat, Tan	5.0	5.0	5.0	5.0		1.50%
	<i>In nat'l/regional fora/conferences</i>		3	11.00	367%	Abamo, Bongat, Tan, Pugosa	5.0	5.0	5.0	5.0		0.50%
	<b>PI 5.</b> Percent of research proposals approved *	Dept. Head & Faculty	20%	64%	321%	*Abamo, Mangaoang, Amestoso	5.0	5.0	5.0	5.0		0.5%

	<b>PI 6. Additional outputs*</b>	& Faculty												
	No. of research-related awards (research conducted by faculty or student w/ faculty)			3			Lao, Bongat, Tan	5	5	5	5			
	No. of journal articles or scientific papers received and reviewed as peer-reviewer			7			Abamo, Ongy	5	5	5	5			1.50%
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>													
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of	Dept. Head & Faculty	6	33	550%			5.0	5.0	5.0	5.0			2.0%
	<b>PI 2.</b> Number of trainees weighted by the length of training *	& Faculty	100	280	280%			5.0	5.0	5.0	5.0			2%
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	65	3250%			5.0	5.0	5.0	5.0			2%
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	50%	98%	196%			5.0	5.0	5.0	5.0			1%
	<b>PI 5.</b> Number of technical/expert services *	& Faculty												1%
	Research Mentoring		5	15.00	300%			5.0	5.0	5.0	5.0			
	Peer reviewers/Panelists		2	7.00	350%			5.0	5.0	5.0	5.0			
	Resource Persons		10	35.00	350%			5.0	5.0	5.0	5.0			
	Convenor/Organizer		1	3.00	300%			5.0	5.0	5.0	5.0			
	Consultancy			3.00				5.0	5.0	5.0	5.0			
	Evaluator		2	7.00	350%			5.0	5.0	5.0	5.0			
	<b>PI 8.</b> Percent of extension proposals approved *	& Faculty	20%	0	0%			1.0	1.0	1.0	1.0			0.5%
	<b>PI 11.</b> Additional outputs *	& Faculty												
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *			0										
	Other outputs implementing the new normal due to covid 19			2			Gamotin, Lao	5.0	5.0	5.0	5.0			1.5%
<b>MFO 5</b>	<b>Support to Operations</b>													
	<b>OVPI MFO 1. Faculty Development Services</b>													
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	2	100%		Ratilla, Montanez	4.0	4.0	4.0	4.0			0.625%
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>													
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	4	7	175%		2- part time; 5 regular faculty	5.0	5.0	5.0	5.0			0.125%
	<b>OVPI MFO 3. Faculty Evaluation Services</b>													
	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty												0.25%
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	3	16	533%		Abamo	5.0	5.0	5.0	5.0			0.25%
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	70%	100%	143%		All faculty	5.0	5.0	5.0	5.0			0.75%
	<b>PI 6:</b> Number of in-house seminars/trainings/ workshops/reviews conducted/ attended*	Dept. Head & Faculty	2	6	300%		Bongat, Tan, Abamo	5.0	5.0	5.0	5.0			0.25%





	Annual Report			1			5.0	5.0	5.0	5.0		
	Procurement Plan		1	2	200%		5.0	5.0	5.0	5.0		
	Staff Development Plan		1		0%		1.0	1.0	1.0	1.0		
	OPCR/ IPCR		23	41	178%		5.0	5.0	5.0	5.0		
	Number of Faculty/Mentored		8	8	100%		5.0	5.0	5.0	5.0		
	Number of admin staff supervised		3	3	100%		4.0	4.0	4.0	4.0		
	Number of department activities supervised		3	10	333%		5.0	5.0	5.0	5.0		
	Number of faculty members for study leave		2	1	50%		2.0	2.0	2.0	2.0		
	Number of supervisory plans prepared and submitted		1	2	200%		5.0	5.0	5.0	5.0		
	Number of coaching and mentoring reports		2	5	250%		5.0	5.0	5.0	5.0		
	Number of class observation conducted		10	15	150%		5.0	5.0	5.0	5.0		
Total Over-all Rating											353	
Average Rating				77%							4.41	
Adjectival Rating											Very Satisfactory	

Received by:

*Toni*

**TONI MARC L. DARGANTES**  
Planning Office

Date: JAN 11 2023

Calibrated by:

*Daniel Leslie S. Tan*

**DANIEL LESLIE S. TAN**  
Chairman, PMT

Date: \_\_\_\_\_

*Edgardo E. Tulin*

**EDGARDO E. TULIN**  
President

Date: 1/17/2023

\*

To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

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No percentage weight for ranking purposes since these are activities only expected to be performed at the department level