

EXHIBIT P

Computation of Final Individual Rating for Administrative Staff

Rating Period : JULY – DECEMBER 2017

Name of Staff NOEL M. ALKUINO

Position ADMINISTRATIVE AIDE III

PARTICULARS (1)	NUMERICAL RATING (2)	PERCENTAGE WEIGHT (3)	EQUIVALENT NUMERICAL RATING (2 x 3)
1. Numerical Rating per IPCR	4.88	70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.76	30%	1.43
TOTAL NUMERICAL RATING			4.85

EQUIVALENT NUMERICAL RATING : 4.85

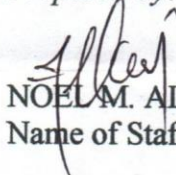
Add: Additional Points, if any : _____

TOTAL NUMERICAL RATING : 4.85

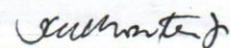
FINAL NUMERICAL RATING : 4.85

ADJECTIVAL RATING : Outstanding

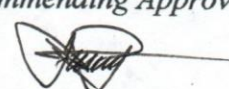
Prepared by:


NOEL M. ALKUINO
Name of Staff

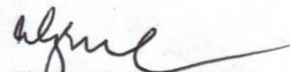
Reviewed by:


HUMBERTO R. MONTES, JR.
Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, NOEL M. ALKUINO, of the INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM) 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, 2017.

 NOEL M. ALKHUINO RATEE	Approved:  HUMBERTO R. MONTES, JR. UNIT HEAD
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MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 4: ADMINISTRATIVE SUPPORT SERVICES	a. Meetings attended	Staff meeting Committee meeting	5	6 1	5 4	5 4	5 4	5 4	
	b. No. of documents acted upon on time	Prepares: TT, TO, Appointment, RIS, Leave, Bills, PR, JO, Vouchers, Letters, Payrolls, Per diem, Reimbursement.	25	31	5	5	5	5	
	c. No. of documents released on time	Vouchers, Letters, Payrolls, PR, Per diem, Reimbursements, TO TT, RIS Leave, Bills, JO.	25	28	5	5	5	5	
	d. No. of documents/materials disseminated to appropriate offices within 5 working days	Messengerial services	50	62	5	5	5	5	
	e. No. of assigned tasks completed before the deadline	Utility services: Maintain the cleanliness and functionality of Laboratory Equipment. Maintain cleanliness of Office, Mini library, CR and Laboratory room.	200	338	5	5	5	5	
			240	360	5	5	5	5	
f. No. of clients served with 90% satisfaction	Dispenses and retrieves books, laboratory supplies and equipment to staff and students.	150	330	5	5	5	5	39	


Average Rating (Total Over-all rating divided by 4)	4.88	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.88	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Received by: 
TERESITA L. QUIÑANOLA
HEAD, PRPEO

Calibrated by: 
REMBERTO A. PATINDOL
PMT

Recommending Approval: 
BEATRIZ S. BELONIAS
VICE-PRESIDENT FOR INSTRUCTION

Approved: 
EDGARDO E. TULIN
PRESIDENT

DATE

DATE

DATE

DATE

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

EXHIBIT O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period : JULY – DECEMBER 2017

Name of Staff NOEL M. ALKUINO

Position ADMINISTRATIVE 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.

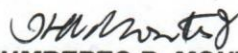
Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job 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
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		81				
Average Score		4.76				

165
16
81

Overall recommendation : Outstanding


HUMBERTO R. MONTES, JR.
Name of Head