

In the name of God, Most Beneficent, Most Merciful



Republic of the Philippines  
**MINDANAO STATE UNIVERSITY – MAGUINDANAO**

Datu Odin Sinsuat, Maguindanao, Philippines 9601  
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**PERCENTAGES OF FINAL RATING**

The percentages of Individual Performance that make up the Final Ratings are presented below:

**PERCENTAGE ALLOCATION FOR OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)**

Unit heads/ Deans/ Directors	
Strategic Priority	30%
Core Functions	50%
Support Functions	20%
Total	100%

**PERCENTAGE ALLOCATION FOR INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)**

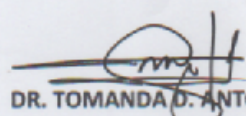
Faculty				
	Teaching (+ TER)	Research	Extension	Total
Associate Prof to Prof VI	50%	35%	15%	100%
Asst. Prof and Below	70%	15%	15%	100%

Administrative Staff	
Core Functions	50%
Support Functions	30%
Critical Factors	20%
Total	100%

Prepared by:

  
**ANGELITA T. DATUCAN**  
Acting Campus Planning Officer  
PMT Secretariat

Certified Correct:

  
**DR. TOMANDA D. ANTOK**  
Vice Chancellor for Academic Affairs  
PMT Chairman



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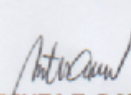
**Rating Computation**

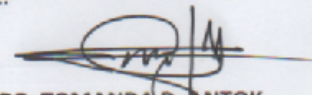
**PERFORMANCE RATING SCALE**

Numerical Rating	Range	Adjectival Rating	Description or meaning of rating
5	4.01 – 5.00	Outstanding (O)	Performance represents an extraordinary level of achievement and commitment in terms of quality and time technical skills and knowledge, ingenuity, creativity and initiative. Employees at this job showing mastery in all major areas of responsibility. Employee achievement and contributions to the organization are of marked excellence. Performance exceeding targets/standards by 130% and above.
4	3.01 – 4.00	Very Satisfactory (VS)	Performance exceeded expectations by 15% (or 115%) to 29% (or 129%) of the planned targets.
3	2.01 – 3.00	Satisfactory (S)	Performance met expectations in terms of quality of work, efficiency and timeliness. The most critical goals were not met. Performance met 90% to 114% of the planned targets. However, if it involves deadlines required by law, it should be 100% of the planned targets.
2	1.01 – 2.00	Unsatisfactory (US)	Performance failed to meet expectations, and/or one or more of the most critical goals were not met. Performance only met 51% to 89% of the planned targets.
1	1.00 - Below	Poor (P)	Performance was consistently below expectations and/or reasonable progress toward critical goals was not made significant improvement is needed in one or more important areas.

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