

Personal Performance Appraisal

Personal Data

Surname, Name: SOR PANHARITH	Date of last appraisal meeting: 20-Jun-2025
Position: Staff	Experience in MCA: 10 Months
Department: IT	FM: Katsuya Hamada
Start work: 04-Mar-2024	

Key Job Objectives

Appraisal	
1: Does not meet objectives (Results < 60%)	3: Fully meets objectives (90% ≤ Results < 100%)
2: Partially meets objectives (60% ≤ Results < 90%)	4: Exceeds objectives (Results ≥ 100%)

Objectives/Sources/Performance indicators (Objectives to be related to main activities of the job and the priorities defined in the Department Needs Assessment)	Supervisor's appraisal					Supervisor's comments
	1	2	3	4	Sub-T	

1. SMART GOAL

Support update current Sub-System of other sections.			3		0	
Support Visualize PO vs DO vs POS project.			3		0	Still in PP Dept App, After that move to GA TV Visualize
Support install/configure PC. (Printer, Share Drive,etc)			3		0	

2. PERSONAL and TEAM professional improvements & Innovation

Training with Rachhan about making Windows App using C#.				4	0	
--	--	--	--	---	---	--

Personal Effectiveness in the Job

Appraisal	
1: Not observed	3: Good
2: Basic	4: Excellent

Organisation's Culture	1	2	3	4	Sub. T	Supervisor's comments
Respect organisational values:			3		0	
Shared Competencies	1	2	3	4	Sub. T	Supervisor's comments
Beneficiaries and Internal Customers Satisfaction:			3		0	
Integrity and Ethics:			3		0	
Adaptability and Resilience:			3		0	
Quality Orientation:			3		0	
Collaboration and Teamwork:				4	0	
Time management :			3		0	
Problem-Solving:			3		0	
Communication :			3		0	
Management Competencies	1	2	3	4	Sub. T	Supervisor's comments

Leadership:		2			0	
People Development:		2			0	

Annual Performance Appraisal

Total performance on Key Job Objectives score:	0% 81%	Global score (60% O/40% PE)	78% 0%
Total performance on Personal Effectiveness in the Job score:	0% 73%		

Trend (progress forecast for the coming years).	Declining	Stable	Improving
---	-----------	--------	-----------

Professional Development

Competencies to improve:

Training requests:

Others professional improvement actions:

Career move expectations:

• Which job would you like to do next?

• Location move:

Supervisor/Asst Mgr/Manager/GM's comments:

Please acquire new skill and try new things.
I look forward to working with you again next semester.

Employee's comments (Optional):

HR's remark:

FM	HR	GM/Mgr	Asst/SV
三原田	Stay/enk	/	/

Personal Performance Appraisal

Personal Data

Surname, Name: SOR PANHARITH	Date of last appraisal meeting: 20-Jun-2025
Position: Staff	Experience in MCA: 10 Months
Department: IT	Supervisor: BOEUN RACHHAN
Start work: 04-Mar-2024	

Key Job Objectives

Appraisal	
1: Does not meet objectives (Results < 60%)	3: Fully meets objectives (90% ≤ Results < 100%)
2: Partially meets objectives (60% ≤ Results < 90%)	4: Exceeds objectives (Results ≥ 100%)

Objectives/Sources/Performance indicators <i>(Objectives to be related to main activities of the job and the priorities defined in the Department Needs Assessment)</i>	Supervisor's appraisal					Supervisor's comments
	1	2	3	4	Sub-T	

1. SMART GOAL

Support update current Sub-System of other sections.			3		3	
Support Visualize PO vs DO vs POS project.		2			2	Still in PP Dept App, After that move to GA TV Visualize
Support install/configure PC. (Printer, Share Drive,etc)				4	4	

2. PERSONAL and TEAM professional improvements & Innovation

Training with Rachhan about making Windows App using C#.				4	4	
--	--	--	--	---	---	--

Personal Effectiveness in the Job

Appraisal	
1: Not observed	3: Good
2: Basic	4: Excellent

Organisation's Culture	1	2	3	4	Sub. T	Supervisor's comments
Respect organisational values:				4	4	
Shared Competencies	1	2	3	4	Sub. T	Supervisor's comments
Beneficiaries and Internal Customers Satisfaction:				4	4	
Integrity and Ethics:				4	4	
Adaptability and Resilience:				4	4	
Quality Orientation:				4	4	
Collaboration and Teamwork:				4	4	
Time management :	1				1	
Problem-Solving:				4	4	
Communication :				4	4	
Management Competencies	1	2	3	4	Sub. T	Supervisor's comments

Leadership:			3		3	
People Development:			3		3	

Annual Performance Appraisal

Total performance on Key Job Objectives score:	81%	Global score (60% O/40% PE)	84%
Total performance on Personal Effectiveness in the Job score:	89%		
Trend (progress forecast for the coming years).	Declining	Stable	Improving

Professional Development

Competencies to improve:
Training requests:
Others professional improvement actions:

Career move expectations:
• Which job would you like to do next?
• Location move:

Supervisor/Asst Mgr/Manager/GM's comments:
--

Employee's comments (Optional):

HR's remark:

FM	HR	GM/Mgr	Asst/SV
/	Sreyanta	/	Rumy 20.06.25