



TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY

Individual Performance Commitment and Review (IPCR)


I, **MAGDARA A. SARIP**, of the **OPERATIONS DEPARTMENT, ZAMBOANGA GOLF COURSE AND BEACH PARK,**

commit 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 2020

M. Magdara
MAGDARA A. SARIP
Resident Manager

Reviewed by		Date	Approved by		Date		
ATTY. MARIA TERESA C. ALVAREZ Manager-Operations Department			JETRO NICOLAS F. LOZADA ACOO-Asset Management Sector				
IMMEDIATE SUPERVISOR			Head of Office				
STRATEGIC OBJECTIVES/ FUNCTIONS	SUCCESS INDICATOR	Actual Accomplishments	RATING				Remarks
			Q1	E2	T3	A4	
	Accurate Financial Report, submitted to OPED on the 8th working day of the succeeding month	Submitted earlier than 7th WD, no error	5.000		5.000	5.000	
	Attained Budget Utilization Rate of 90% based on approved budget plus realignments and/or supplemental budget	Attained Budget Utilization Rate of 92.00%	4.000			4.000	
	Attained 1 Revenue Stream implemented by the end of December 31, 2020	Submitted 1 Revenue Streams September 2020	5.000		5.000	5.000	
	Summary Customer Feedback Forms submitted monthly to the DM-OPED on the 5th WD of the succeeding gathered a total score of 50% at the end of December 31, 2019	Submitted on 6th WD and achieved a performance rating of 99.10% satisfaction rating for the period	5.000		2.000	3.500	
	Summary Emoticons submitted to the DM-OPED on the 5th WD of the succeeding month. Gathered a total score of 85% Smiley images.	Submitted on the 6th WD and achieved 96.18% Happy Smiley	5.000		2.000	3.500	
	Submitted Maintenance Plan to OPED by the end of December 31, 2020, accepted upon 2nd revision	Achieved by September 28, 2020, accepted without revision.	5.000		5.000	5.000	

60% of personnel competency based enhancements needs sent to competency based training before the end of December 31, 2020		Attended the training before the end of December 31, 2020. 60% of the personnel sent to to competency based training		1.000	5.000	3.000	
FINAL AVERAGE RATING							4.143
Comments and Recommendations for Development Purposes							
Discussed with		Date	Assessed by	Date	Final Ranking by		Date
 MAGDARA A. SARIP (EMPLOYEE NAME)			I certify that I discussed my assessment of the performance with the employee				
			ATTY. MARIA TERESA C. ALVAREZ (DIVISION HEAD NAME)		JETRO NICOLAS F. LOZADA (DEPARTMENT HEAD NAME)		

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

