

TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY Individual Performance Commitment and Review (IPCR)

I. ELLEONOR W. GUMASTIN-GULANGAN . OF THE OPERATIONS DEPARTMENT, BALICASAG ISLAND DIVE RESORT.

commit to deliver and agree to be rated on the attainment of the following largets in accordance with the indicated measures for the period

JANUARY 1, 2020 to JUNE 30, 2020.

ELLEONOR GEMASTIM-GULANG

Date: January 5, 2020

Reviewed by		Date	Approved by	***************************************				Date
ATTY, MA. TERESA C. ALVAREZ	A C. ALVAREZ	Jan. 5, 2020	JETRO NICOLAS F. LOZADA	AS F. L(OZADA			
Manager Operations Department	ns Department		ACOO-Assets Management Sector	anageme	int Secto	ī, i		
Immediate Supervisor	upervisor		Head	Head of Office				
STRATEGIC OBJECTIVES/				***************************************	RATING	NG		
FUNCTIONS	SUCCESS INDICATOR	ATOR	Actual Accomplishments	δĩ	ŭ	\$	ÅÁ	Remarks
STRATEGIC OBJECTIVE								
SO4: Achieved Financial	Achieved Gross Revenue of P3,700,000 by	P3,700,000 by	Achieved a gross revenue of			····	·	
Viability and Sustainability of	the end of June 30, 2020.		P3,978,600.00 by the end of	3.000		5.000	4.000	
Assets			June 30, 2020.			`\		
SO9: Develop a portfolio of			Accurante Financial Reports					
innovative, customer-centric tourism products and services	Accurate Financial Reports submitted to OPED on 8th WD of the succeeding month	submitted to	submitted to OPED on the 9th WD of the succeeding	5.000		2.333	3.667	
		3	month					

OB IECTIVES/				RATING	NG		
UNCTIONS	SUCCESS INDICATOR	Actual Accomplishments	Q1	E2	T3	A4	Remarks
	Monthly summary of Customer Feedback	Monthly summary of					No data gathered
	submitted to OPED on the 5th WD of the	Customer Feedback					for the rest of
	succeeding month	submitted to OPED on the	5.000		2.333	3.667	March 2020 to
	8	6th WD of the succeeding					June 2020 due to
		month					the lockdown.
		Month summary of					No data gathered
	Monthly summary of emoticons gathered	emoticons gathered					for the rest of
	submitted to OPED on the 5th WD of the	submitted to OPED on the	2.000		2.333	3.667	March 2020 to
	succeeding month	6th WD if the succeedig					June 2020 due to
		month					the lockdown.
FINAL AVERAGE RATING						3.750	
Comments and Recommendations for Development Purposes	ns for Development Purposes						

Discussed with	Date	Assessed by	Date	Final Ranking by	Date
		I certify that I discussed my assessment of the performance with the employee.			
Q	thereof				
ELLEONOR W. GOMASTIM-GULANGAN	STAM-GULANGAN	ATTY. MA. TERESA C. ALVAREZ	C. ALVAREZ	JETRO NICOLAS F. LOZADA	LOZADA

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

OPERATIONS DEPARTMENT

RATING MATRIX

January - June 2020

Balicasag Island Dive Resort

SUCCESS INDICATOR	TIMELINESS	QUALITY
Achieved Gross Revenue of P3,700,000.00 by the end of June 30, 2020	5 - achieved by June 30, 2020	Incurred Gross Revenue of 5 - P4,400,000.01 & above 4- P4,070,000.01 - P4,440,000.00 3- P3,330,000.00 - P4.070,000.00
	1 - was not achieved by June 30, 2020	2- P2,960,000.00 - P3,329,999.99 1 - P2,959,999.99 & below
Monthly summary of Customer	5 - submitted earlier than 4 WD	5 - above 91%
Feedback submitted to OPED on the	4 - submitted on the 4th WD	4 - 86.01% - 91%
5th WD of the succeeding month.	3 - submitted on the 5th WD	3 - 85% - 86%
out the of the endedding mental	2 - submitted on the 6th WD	2 - 80% - 84.99%
Achieved a performance rating of 85%	1 - submitted beyond 6th WD	1 - below 80%
at the end of June 30, 2020.		
Monthly summary of emoticons	5 - submitted earlier than 4 WD	5 - above 95% happy smiley
gathered submitted to OPED on the	4 - submitted on the 4th WD	4 - 90.01% - 95% happy smiley
5th WD of the succeeding month	3 - submitted on the 5th WD	3 - 85% - 90% happy smiley
	2 - submitted on the 6th WD	2 - 80% - 84.99% happy smiley
Attained 85% happy smileys (number	1 - submitted beyond 6th WD	1 - below 80% happy smiley
of happy smiley/total smiley)		
Accurate Financial Reports submitted	5 - submitted earlier than 7 WD	5 - 100% accurate
OPED on 8th WD of the succeeding	4 - submitted on the 7th WD	
month	3 - submitted on the 8th WD	
	2 - submitted on the 9th WD	
	1 - submitted beyond 9 WD	1 - with error