



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

I, **CLAIRE S. BORJA**, 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
January to June 2021

[Signature]
CLAIRE S. BORJA
Ratee

Reviewed by <i>[Signature]</i> MAGDARA A. SARIP Resident Manager Immediate Supervisor	Date	Approved by <i>[Signature]</i> ATTY. MARIA TERESA C. ALVAREZ Manager-Operations Department Head of Office	Date									
STRATEGIC OBJECTIVES/	SUCCESS INDICATOR	Actual Accomplishments	<table border="1" style="width: 100%; text-align: center;"><tr><th colspan="4">RATING</th></tr><tr><th>Q1</th><th>Q2</th><th>Q3</th><th>Q4</th></tr></table>	RATING				Q1	Q2	Q3	Q4	Remarks
	RATING											
	Q1	Q2	Q3	Q4								
	Submitted Action Plan to RM by the end of June 30, 2021, accepted upon 2nd revision	Submitted Action Plan to RM by June 18, 2021, accepted upon 1st revision.	5.00	5.00	5.00							
	Summary of Customer feedback forms submitted monthly to the RM on the 5th WD of the succeeding month.	Submitted on the 3rd WD and achieved 99.74% satisfaction rating for the period.	5.00	3.50	4.25							
Gathered a total score of 90% Happy Smiley Images each month												
	Summary of Emotions submitted to the RM on the 3rd WD of the succeeding month.	Submitted on the 3rd WD and achieved 98.31% Happy Smiley.	5.00	3.50	4.25							
	Gathered a total score of 90% Happy Smiley Images each month.											
FINAL AVERAGE RATING						4.50						
Comments and Recommendations for Development Purposes												
<i>Recommendation: work shop on planning for leaders</i>												
Discussed with	Date	Assessed by	Date	Final Ranking by	Date							
<i>[Signature]</i> CLAIRE S. BORJA EMPLOYEE NAME		I certify that I discussed my assessment of the <i>[Signature]</i> MAGDARA A. SARIP RESIDENT MANAGER		<i>[Signature]</i> ATTY. MARIA TERESA C. ALVAREZ DEPARTMENT HEAD NAME	<i>[Signature]</i>							

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



Republic of the Philippines

Tourism Infrastructure & Enterprise Zone Authority

OPERATIONS DEPARTMENT
Zamboanga Golf Course and Beach Park
RATING MATRIX
1ST SEMESTER
JANUARY-JUNE 2021

SUCCESS INDICATOR	TIMELINESS	QUALITY
Submitted Action Plan to RM by the end of June 30, 2021, accepted upon 2nd revision	5- Submitted at the end of June 30,2021 1-was not submitted by the end of June 30, 2020	5- with no revision 4- with 1 st revision 3- with 2 nd revision 2- with 3 rd revision 1-With total revision
Summary of Customer Feedback Forms submitted monthly to the RM on the 5th WD of the succeeding month. Gathered a total score of 90% at the end of June 30,2021	5- Submitted on the 2nd WD 4- Submitted on the 4 ND WD 3- Submitted on the 5thWD 2- Submitted on the 10th WD 1- Submitted beyond the 10th th WD	5- above 93% 4- 90.01%- 93% 3-90%- 2- 85%- 89.99% 1-Below 85%
Summary of Emotions submitted to the RM on the 5 th WD of the succeeding month Gathered a total score of 90% Happy Images each month	5- Submitted on the 2nd WD 4- Submitted on the 4 ND WD 3- Submitted on the 5thWD 2- Submitted on the 10th WD 1- Submitted beyond the 10th th WD	5- above 93% Happy Images 4- 90.01%- 93% Happy Images 3-90%- Happy Images 2- 85%- 89.99% Happy Images 1-Below 85% Happy Images

June 09,2021