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## ILOCOS SUR POLYTECHNIC STATE COLLEGE

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FACULTY PERFORMANCE EVALUATION SYSTEM FOR  
ILOCOS SUR POLYTECHNIC STATE COLLEGE,  
COLLEGE OF AGRICULTURE  
STA. MARIA, ILOCOS SUR

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## ILOCOS SUR POLYTECHNIC STATE COLLEGE

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## **CHAPTER I**

### **INTRODUCTION**

To meet the basic learning needs or the knowledge, attitudes, skills and values of people to survive and improve the quality of their lives and to continue learning is the primary goal of basic education as envisioned by National Committee on Education for All (1989). From 1991 to the year 2000, the education sector together with other sector of society, aimed to provide basic education to all Filipinos. Towards this end, the commissions program “Science for the Masses” is designed to provide effective outreach to all people go as to be educated.

Science is an ordered collection of facts, principles and techniques and methods. Learning science is not the same as doing science but, it is a fact that they are both social activities. The learning of science is no less than scientific itself, while technology is the application of science towards a specific practical outcome such as the development of techniques, methodologies, and equipment to achieve a specific purpose.

Science and Technology Education is the forefront of different endeavors. Teachers and administrators may agree that one of the functions of teaching is to develop scientific awareness. This awareness occur to a high degree to the students so as to have the opportunity to manifest his talent, thereby building the self-concept and developing more positive feeling about science.

The advent of computer is an example of modern technology to use in the classroom. Computers are now being used in many schools all over the country – both



public and private sector. According to WILLING TORN there are several ways in using computer in a corner. Starting from tallying, tying knots or strings and the abacus, man's search something and development of aids to calculation has culminated in devices now popularly known as computers.

The earliest mechanical aid in calculation is first developed by Blaise Pascal and later by Gottfried von Leibnitz in 1660's. The 1800's saw the development of Jacquard's automatic weaving loom that used punch cards, the precursor of the modern computer program, to "instruct" its control and operation; Babbage's "difference engine"; Herman Hollerith's punched card tabulator and ENIAC, the first electronic calculator; Von Neumann's method of presenting and storing instructions and numbers in the same way, and EDVAC and EDSAC, the first stored - program computers, UNIVACI, the first commercially produced general purpose - stored program electronic digital computer became available in 1951. This event heralded the start of the first generation of computers. The generations were differentiated by the technology of their devices.

There were four generations that represents the state of the art today and the fifth generation is on the way. In the first generation of computers, (1951-1959) this was the time of the creation of vacuum tube as a mean of storing data in memory and used in the stored-program concept. The transistor performs the same functions as a vacuum tube, except the electrons that move through solid materials instead through a vacuum. In this period, computers became smaller in size, faster, more reliable, and much greater in processing capacity. In the third generation (1965-1970), integrated solid-state circuitry improved secondary storage devices. In a new input, output devices were the most important advances in this year in which there's a faster speed of operation. In the fourth



generation (1970- present), the microprocessor was developed such as multiprocessing, multiprogramming, ministration, time, sharing, operating speed and virtual storage and now they are developing the artificial intelligence in which computer will be able to interact and agree with man with regards to decision-making.

They say that we are now in the modern age, because we easily do everything we wanted to do. Computer is really necessary to us, especially in the business world, employees, teachers and students in performing their duties, and the lost of responsibilities, because they are the one working to reach their dreams, but it is complicated for them to handle everything such as documents and evaluates their performance. Teachers need a new system to make easier programming, rating and evaluating of the performances of all faculty and personnel.

## **Background of the Study**

Evaluation is a must in all school. No school regardless of level, philosophy, emphasis and approach to education can do away with it. The distinction of evaluation must be made clear for these are not synonymous. Evaluation is broader than measurement. Hagen and Thorndike (1961) defined evaluation in education as describing a total school program on curricular procedure, an individual in terms of selective performance of which has been described. It also defines as the “Process of judging the merit or desirability of a measured Students Performance” (Johnson, 1979) measurement becomes an evaluation when the teacher says that the student who got a grade of 75% is not during will in class.



Faculty plays a vital role in the development of the learners in molding them to become literate and well-rounded citizens of the country. They are performing their duties and responsibilities for the good of the students and also for themselves. They are being rated by means of faculty performance appraisal system. After the conduct of this assessment, the instrument being used will be filed at the Registrar's Office or Human Resources Management Office for evaluation purposes. This undertaking needs patience because it takes a number of hours to perform. In this case, the researchers conceived that they need to facilitate this work in a shorter period of time compared to manual. The program on "Faculty Performance Evaluation System Of Ilocos Sur Polytechnic State College, College Of Agriculture," will be utilized to overcome the difficulty of the evaluators to assess the performance of faculty and to file the documents in the computer as a primary means of accessing information by means of a system.

### **Significance of the Study**

The findings of the study will serve as a reference for sound decision-making with regards to settings of the framework in institutional policy formulation and improvement of pedagogical practices particularly in the promotion of faculty. Practice must be manipulation, and communicative of the system.

The main purpose of the study is to utilize the system in recording the performance of the faculty of Ilocos Sur Polytechnic State College, College of Agriculture, Sta. Maria Ilocos Sur in a shorter time, less effort, and to have a reliable result.



### **Statement of the Problem**

This study aimed to automate the existing evaluation system of the Ilocos Sur Polytechnic State College, College of Agriculture, Sta. Maria, Ilocos Sur.

Specially, it sought to answer the following questions:

- (1) What is the current system used in processing and recording faculty evaluation for the College of Agriculture?
- (2) What are the problems encountered in the current system of processing and recording faculty evaluation for the College of Agriculture?
- (3) What are the features of a computer-based faculty evaluation processing system for the College of Agriculture?
- (4) How can a computer-based faculty evaluation processing system be implemented for the College of Agriculture?

### **Scope and Delimitation**

This study was conducted during the second semester of AY 2008-2009 at the College of Agriculture, Ilocos Sur Polytechnic State College, Santa Maria, Ilocos Sur.

This study was limited to the development of an information system for processing and recording faculty evaluation records which is currently done by the Guidance Office. The study focused on developing a system that could perform the following functions: add, update, print and save employee records; input QCE scores and compute total QCE; input CCE scores and compute the total CCE; and compute the NBC 461 rating for each faculty.



### Definition of Terms

To assure clarity and vividness, the following terms used in the study are operationally and conceptually defined:

**Evaluation.** The process of judging the merit or desirability of measured faculty performance. It is the process of examining a system component to determine the extent to which specified properties are present.

**Performance.** The act of performing or the state of being performed. It is the act or style of performing a work or role before an audience.

**System.** A group of independent items that interact regularly to perform a task. It is the root controller for the Administration account according to process explorer...in other words without it a bunch of stuff won't run.

**Faculty.** Refers to the teaching personnel in the College of Agriculture.

**Faculty Evaluation.** This is to evaluate and measure the performance of faculty.

**QCE.** Qualitative Contribution for Evaluation

**CCE.** Common Criteria for Evaluation

### Assumptions

The following assumptions were considered in this study:

- If the office would acquire the proposed performance evaluation system in the guidance office, dean, personnel and NBC would be handled easily, accurately and faster.



- The office has enough personnel and financial budget for the operation of the proposed system.
- The office personnel concerned are willing to acquire and use the proposed system.

**CHAPTER II****REVIEW OF RELATED LITERATURE**

In the faculty performance, they help the students to improve their skill and abilities, as a part of evaluation system. Despite of many controversies from other faculty performance that arises from evaluation system, questions have been primarily focused in the system used of the faculty evaluation as a result and the credibility of the faculty performance used in the method of analysis.

Generally, evaluation system focuses on the faculty that had attained the objectives of the course. This means that it should be analytic rather than descriptive. It also suggests that comparisons with other teachers should be done with action, if ever they are to be made. And it should be done religiously.

Evaluating the teaching and the non-teaching through the use of the system is the purpose of this study. Busts mentioned that without the learner, there would be no need of teaching.

These are the basic elements in the achievement of faculty performance, the responsiveness of the students and the quality and adequacy of physical ability of resources.

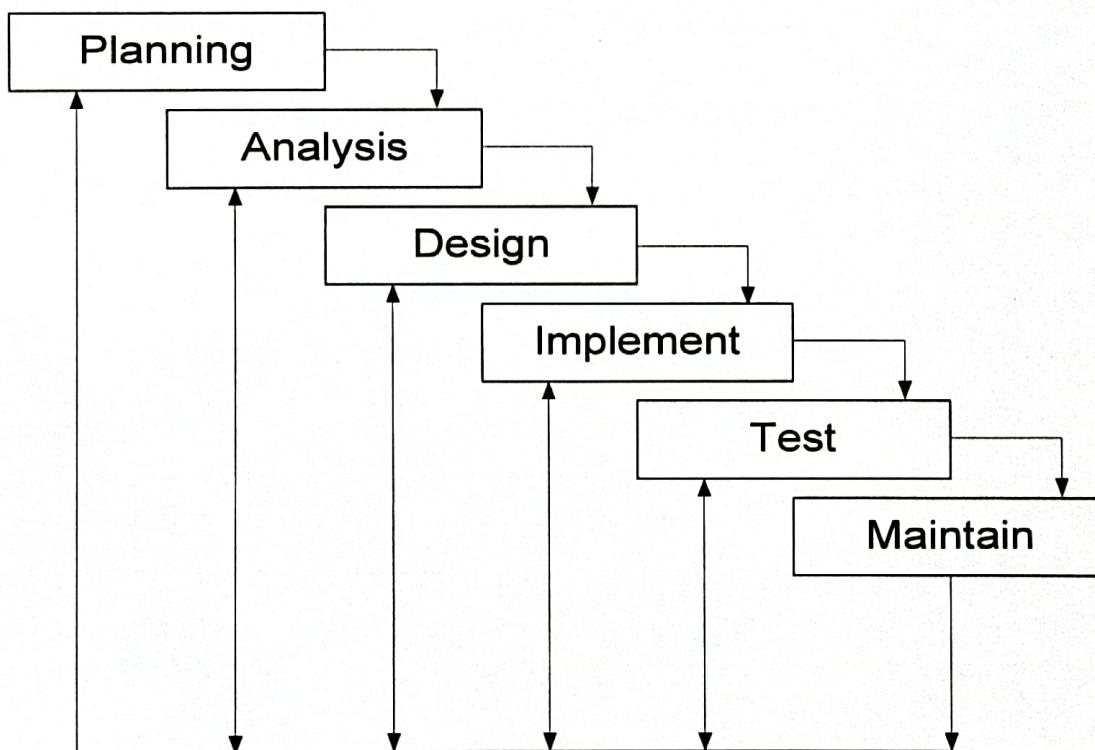
1. Give unexpected special treats
2. Teach the meaning of responsibilities. Everyone should do his/her share of duties and cooperation.
3. Praise directing students attention towards pleasing faculty performance and



working to please them.

4. Being weary of asking questions now and then make the students notice that you are interested in what they are doing.

The System Development Life Cycle (SDLC) is a conceptual model used in developing the Faculty Performance Evaluation System. It describes the stages involved in this development project from an initial planning study through the maintenance of the completed application. Documentation was crucial regardless in the type of model that was chosen or devised for this application, and was usually done in parallel with the development process. In the final analysis, the most important factor in the success of the project is how closely particular plan was followed. (<http://jabatan>).



**Figure1 System Development Life Cycle (Waterfall Approach/ Classical Model)**



Figure 1 is the classic Waterfall model methodology, which is the first SDLC method and it describes the various phases involved in development (source?)

