



Republic of the Philippines  
 AGUSAN DEL SUR STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY  
 8506 Bunawan, Agusan del Sur

The Performance Management Team (PMT) came-up the following System of Ranking Delivery Units and Individuals for 2015 Performance Based-Bonus.

1. The College established the PMT to act as counterpart of the Inter-Agency Task Force (IATF) in the development of ASSCAT internal guidelines in the implementation of performance-based incentive system and review of the performance indicators, targets, and accomplishments;
2. The PMT identified Nine (9) delivery units from the two (2) sub-groups in ASSCAT: the academic and administrative groups;
3. The Academic Group were group into three (3) Delivery Units, namely: Institute of Agriculture, Institute of Education, Institute of Engineering and Information Sciences;
4. Likewise, the Administrative group identified six (6) delivery units namely: Office of the President, Finance, Logistics, Non-Teaching and Other Support Staff, General and Security Services, and Production;

**Criteria in Ranking delivery Units**

1. The ranking of the Academic Group by delivery unit is based on the result of the Office Performance Commitment Review (OPCR) per delivery units in the attainment of the Major Final Output (MFO)
2. The weight allocation to the different Performance Indicators (PIs), were distributed to the following:

MFO 1		50%
PI 1 -	20%	
PI 2 -	10%	
PI 3 -	20%	
MFO 2 (Research)		30%
PI 1 -	15%	
PI 2 -	10%	
PI 3 -	5	
MFO 3 (Extension)		20%
PI 1 -	10%	
PI 2 -	5%	
PI 3 -	5%	
Total		<b><u>100%</u></b>


3. The ranking of delivery units on the Administrative Group, is based on the result of the OPCR in the contribution to Good Governance, STO and GASS components in the Cascading of Performance Targets with its corresponding weight allocation per indicator:

Support to Operation	25%
GASS	25%
Good Governance	30%
Implementation of PPAs -	<u>20%</u>
Total	<b>100%</b>

**Criteria in Ranking of Personnel**


1. The result of the Individual Performance Commitment Review (IPCR) in the Academic personnel will be used in ranking within the delivery units in their involvement to instruction, research, extension, and production; and
2. The individual personnel in the Administrative group will be ranked according to the result of their IPCR.

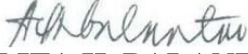
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