

G.5. Description of the Faculty Performance Evaluation System, including the instrument/s used.

Have any questions? 📞 (064) 572 2138 ✉️ op@usm.edu.ph

Donate Now | [USM SDG Hub](#) | [Mail](#) | [Bid Notices](#) | [Gallery](#)



Human Resource Management and Development Office

Home > Administration > Human Resource Management and Development Office

Caring Careers. Supporting Excellence.



What's New

Recruitment, Selection, and Placement

Learning and Development

Benefits, Rewards and Recognition

Performance Management

Welfare, Policy, and Technology Support

Linang Tao Academy

Performance Management

HRMDO plays an important role in the implementation of Strategic Performance Management System (SPMS). While the Planning and Development Office serves as the steering secretariat in the fulfillment of the University goals, HRMDO supports PDO's endeavor of igniting the passion for performance of its individual personnel.

HRMDO takes the lead in reviewing and calibrating the Individual Performance Commitment Rating (IPCR) to conform and align to the organizational performance. Embedded in the IPCR are the competencies, so that performance plans are graduated according to ranks and salary grades. This will come to conclude that the higher the salary of the personnel, the higher performance is expected from him/her.

A web-based SPMS is currently being developed to track real time performance of personnel. With the development of Enhanced Daily Time Record (EDTR) integrating activities of personnel, performance outputs are tracked and monitored. Unit heads will then be trained to coach subordinates to perform better. After each rating period, unit heads will recommend performance achievers for rewards and recognition and dismal performers for learning and development.

In coordination with UICTO, the faculty performance evaluation system (FPES) is developed for students to evaluate their professor. The result of the FPES is reflected in the IPCR.