



PERFORMANCE EVALUATION REPORT FORM

Name of Employee:	HINGGARAY, RENJAY JABAGAT	Date of Rating:	Date Hired:	20-Oct-2025
Position:	COMPANY DRIVER			
Location:	RGC - HEAD OFFICE	Department:	HUMAN RESOURCE	
Rating Period:	OCTOBER 20, 2025- JANUARY 18, 2026			
Purpose of Rating:	3RD MONTH PERFORMANCE EVALUATION			

Instruction: Please review notes on Guide to performance appraisal before accomplishing this form.

FACTORS	RATING				POINTS
1. KNOWLEDGE OF WORK	Has exceptional knowledge of his own & related work.	Has required knowledge of own & related work.	Has required knowledge of own work only.	Needs additional instruction and guidance.	7
	9 to 10 pts.	7 to 8 pts.	5 to 6 pts.	1 to 4 pts.	
	Remarks :				
2. PRODUCTIVITY	Usually exceeds standards.	Meets standards.	Seldom meets standards.	Never meets standards.	30
	36 to 40 pts.	30 to 35 pts.	20 to 29 pts.	1 to 19 pts.	
	Remarks :				
3. INITIATIVE	Always	Usually	Sometimes	Rarely	7
	9 to 10 pts.	7 to 8 pts.	5 to 6 pts.	1 to 4 pts.	
	Remarks :				
4. DEDICATION TO DUTY	Always dedicated to duty.	Usually dedicated to duty.	Sometimes dedicated to duty.	Rarely responds to company needs.	9
	9 to 10 pts.	8 pts.	5 to 7 pts.	1 to 4 pts.	
	Remarks :				
5. COOPERATION	Always cooperative	Usually cooperative	Sometimes cooperative	Rarely cooperative	9
	9 to 10 pts.	8 pts.	5 to 7 pts.	1 to 4 pts.	
	Remarks :				
6. ATTENDANCE & PUNCTUALITY:	Tardiness w/n the allowable no. or less.	With written warning/s	With one (1) day suspension	With 3 days suspension.	9
		(1st Offense)	(2nd Offense)	(3rd Offense)	
	9 to 10 pts.	7 to 8 pts.	5 to 6 pts.	1 to 4 pts.	
7. SAFETY AND / OR HOUSEKEEPING	No record of t/infraction against our safety/ housekeeping rules	No record of accident but w/ 1 infraction against our safety/ housekeeping rules	No record of accident but w/ 2 infraction against our safety/ housekeeping rules	Had an accident or had more than 2 infractions against our safety/ housekeeping rules	4
	9 to 10 pts.	8 pts.	5 to 7 pts.	1 to 4 pts.	
	Remarks :				
				TOTAL	75

RECEIVED

30 JAN 2026

Previous Challenges and Accomplishments:

NACKARON CIYA NG IR DUE TO VEHICLE DAMAGED PERIO CHARGED NA NON SA KANYA. IN OTHER ASPECT MAAYOS NAMAN PD CNA.

Areas of Strengths:

MABAIT & MAAYOS MAKISAMA. RELIABLE SA MGA PINAPAGANA SA KANYA.

Areas of Weaknesses / Development:

NEED LANG NG ADDITIONAL FOCUS, AWARENESS & CONCERN ESPECIALLY SA MGA VEHICLES.

Rated By

BEVERLY HERMOSURA
Printed Name & Signature

Date

01 - 21 - 2026
(mm / dd / yy)

Acknowledged By:

Employee Name

REYNAL HIGUAYAN
Printed Name & Signature

Date

01 - 22 - 2026
(mm / dd / yy)

RECOMMENDATIONS:

Approved by

: _____ Date Signed

mm / dd / yy

Approved by

: _____ Date Signed

mm / dd / yy

President's Signature

: _____ Date Signed

mm / dd / yy

EMPLOYEE DETAILS:

Date Hired:

mm / dd / yy

Present Rate:

Amount of Increase:

Date of Last Increase:

mm / dd / yy

Date Appointed to Present Position:

New Rate:

FOR HUMAN RESOURCE MANAGEMENT DEPARTMENT

Nature of Recommendation

: _____

Reviewed by:

Human Resource Department

Approved Recommended Rate

: _____

Approved Recommended Position

: _____

Effectivity Date

: _____

mm / dd / yy

PER RATING	DESCRIPTION
90-100	Outstanding
75-89	Above Average
50-74	Average
49 below	Below Average

Passing Rate