

	COMPONENT				BASELINE			TARGET	ACTUAL	RATING	
	STRATEGIC OBJECTIVE (SO)/ STRATEGIC MEASURE (SM)	FORMULA	WEIGHT	RATING SYSTEM	2020	2021	2022	2023	2023		
LEARNING AND GROWTH	SO 7	OPTIMIZE UTILIZATION OF INFORMATION TECHNOLOGY									
	SM 10	Automation of PRetA Processes	Completed Deliverables due for 2023 / Total deliverables for 2023	5%	(Actual + Target) X Weight	10 out of 23 ICT Projectes attained based on 2020-2022 ISSP	23.09% Attainment of 2021 Deliverables (Based on DICT-endoresed ISSP 2021-2023)	66.67%% Attainment of 2022 Deliverables (Based on DICT-endoresed ISSP 2021-2023)	100% Attainment of 2023 Deliverables (Based on DICT-endoresed ISSP 2021-2023)	77.67%% Attainment of 2023 Deliverables (Based on ISSP 2022-2024 as submitted to DICT)	3.88%
	SO 8	IMPROVE COMPETENCIES OF THE WORKFORCE									
	SM 11	Improved Competency Baseline of the Organization	Competency Baseline 2023 (2) less Competency Baseline 2022	5%	All or Nothing	Cannot be validated	Cannot be validated	Competency baseline established	Improvement of the Competency Baseline of the Organization	Improvement of the Competency Baseline of the Organization	5.00%
	Sub-total		10%							8.88%	
	TOTAL		100%							92.01%	

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[1] Prescribed period based on PRA's compliance with Republic Act No. 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

[2] The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\sum_{b=1}^B \left[\frac{\sum_{a=1}^A \left(\frac{\text{Actual Competencies Met}}{\text{Required Competencies}} \right) a}{A} \right]_{b}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled