





		COMPONENT				2021								
	Objective/Measure	Formula	Weight	Rating/Score	2021 Proposed Target	1 <sup>st</sup> Quarter		2 <sup>nd</sup> Quarter		3 <sup>rd</sup> Quarter		4 <sup>th</sup> Quarter		
						Target	Actual	Target	Actual	Target	Actual	Target	Actual	
	SO 6	Enhance Employee Competency and Motivation												
LEARNING & GROWTH	SM 7	Percentage of Employees Meeting Required Competencies	Competency Baseline 2021 – Competency Baseline 2020	5%	All or Nothing	Improvement in the Competency Baseline of the Organization	Completed conversion of existing JDs to Competency-based JDs (CBDJs) with KRAs and KPIs of 50% of positions; and,  Conduct of CBJD Writeshops amongst departments, branches & Satellite Operation Groups (SOGs).		Completed Validation and finalization of Competency based JDs with KRAs and KPIs of 35% positions;  Completed Conversion of existing JDs to Competency based JDs with KRAs and KPIs of remaining 50% of positions; and,  Completed Conduct of Capability Building Workshops for Recruitment and Plantilla Management Division (RPMD), Performance, Talent and Career Management Division (PTCMD), Learning and Development Division (LDD), and HR Programs & Policies Division (HRPPD) personnel		Completed Validation and finalization of Competency based JDs with KRAs and KPIs of 35% positions;  Completed Integration of competencies in one (1) RPMD and one (1) HRPPD process.		Completed during the 3 <sup>rd</sup> quarter Validation and finalization of Competency based JDs with KRAs and KPIs for the 30% of positions;  Completed integration of competencies in one (1) PTCMD and one (1) LDD processes;  Completed conduct of 2021 Competency Assessment to all PAGCOR employees; and  Completed comparative Summary of 2020 and 2021 Competency Assessment Results.	
		Sub-Total		5%										
		TOTAL		100%										

Certified Correct:

JUANITO L. SAÑOSA, JR.  
CORPORATE SECRETARY & COMPLIANCE OFFICER

Date: \_\_\_\_\_

SHARON SI, QUINTANILLA  
AVP, ACCOUNTING DEPARTMENT

Date: \_\_\_\_\_

Approved by:

ANDREA D. DOMINGO  
CHAIRMAN AND CHIEF EXECUTIVE OFFICER