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Self-Assessment Summary

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Cagayan State UniversityCSC Regional Office
CSC Regional Office IIDate of Assessment
January 29, 2024Assessment Name
Assessment - 2401

Overall Assessment Rating (Systems, Competencies)

100%

LEVEL 1



85.71%

LEVEL 2



0.88%

LEVEL 3



0%

LEVEL 4



RSP Assessment Rating - Overall



L&D Assessment Rating - Overall



PM Assessment Rating - Overall



R&R Assessment Rating - Overall



Overall Assessment Rating for Systems Lens



RSP Assessment Rating - Systems Lens



L&D Assessment Rating - Systems Lens



PM Assessment Rating - Systems Lens



R&R Assessment Rating - Systems Lens



Pillar Ratings (Systems)

Systems Lens Assessment	Level 1	Level 2	Level 3	Level 4
Recruitment, Selection and Placement (RSP)	100%	58.13%	5%	0%
1. Governance	100%	70%	20%	0%
2. Talent Planning	100%	50%	0%	0%
3. Talent Sourcing	100%	50%	0%	0%

Pillar Ratings (Systems)

Systems Lens Assessment	Level 1	Level 2	Level 3	Level 4
Recruitment, Selection and Placement (RSP)	100%	58.13%	5%	0%
1. Governance	100%	70%	20%	0%
2. Talent Planning	100%	50%	0%	0%
3. Talent Sourcing	100%	50%	0%	0%
4. Talent Selection and Planning	100%	62.50%	0%	0%
Learning and Development (L&D)	100%	91.67%	0%	0%
1. Governance	100%	100%	0%	0%
2. Planning and M&E	100%	75%	0%	0%
3. Execution	100%	100%	0%	0%
Performance Management (PM)	100%	100%	2%	0%
1. Governance	100%	100%	10%	0%
2. Performance Planning and Commitment	100%	100%	0%	0%
3. Performance Monitoring and Coaching	100%	100%	0%	0%
4. Performance Review and Evaluation	100%	100%	0%	0%
5. Development Planning	100%	100%	0%	0%
Rewards AND Recognition (R&R)	100%	91.67%	0%	0%
1. Governance	100%	100%	0%	0%
2. Planning	100%	75%	0%	0%

Rewards AND Recognition (R&R)	100%	91.67%	0%	0%
1. Governance	100%	100%	0%	0%
2. Planning	100%	75%	0%	0%
3. Implementation	100%	100%	0%	0%

Consolidated Pillar Elements (Competencies) Notes

	Strengths	Gaps
Recruitment, Selection and Placement (RSP)		
1. Governance		
A. Policy Review and Formulation		To review and enhance RSP Policy
B. System Review		To craft tracking tools
C. Competency Modeling		To identify competencies for the position
D. Use of Technology		
E. Communication		
2. Talent Planning		
A. Staffing/ Workforce Planning		To update staffing plan
B. Application of Equal Employment Opportunity Principles (EEOP)		
3. Talent Sourcing		
A. Recruitment Planning		To update the Recruitment Plan
B. Talent Attraction		
4. Talent Selection and Planning		
A. Selection Criteria		To update Job description/ Position

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4. Talent Selection and Planning			
A. Selection Criteria			To update Job description/ Position Description
B. Candidate Assessment and Selection			To include Background Investigation as assessment tool
C. Application of EEOP			To enter MOA with other agencies to cater the needs of PWD applicants
D. Onboarding Program Management			To enhance the Onboarding Program
Learning and Development (L&D)			
1. Governance			
A. Policy Review and Formulation			
B. System Review			
C. Use of Technology			
D. Communication			
2. Planning and M&E			
A. Learning Needs Assessment			
B. L&D Plan Development			
C. M&E Plan Development and Execution			
D. Developing M&E Tools and Approaches			to develop pre and post test
3. Execution			
A. Designing L&D interventions			to craft training de
B. Developing L&D materials			
C. Delivery of L&D interventions			



Performance Management (PM)**1. Governance**

A. Policy Review and Formulation

B. System Review

C. Use of Technology

D. Communication

2. Performance Planning and Commitment

A. Target Setting

B. Standard Setting

3. Performance Monitoring and Coaching

A. Performance Tracking

B. Providing Performance Support

to improve performance tracking tools

improve coaching framework and tools

4. Performance Review and Evaluation

A. Managing Performance Review and Evaluation Process

B. Calibrating Performance Assessments

to include recommendations for improvement

to include recommendations for improvement

5. Development Planning

A. Designing Development Planning Tools and Processes

B. Facilitating Development Planning

to improve customized plan

Rewards AND Recognition (R&R)**1. Governance**

4. Performance Review and Evaluation

A. Performance Review and Evaluation

B. Calibrating Performance Assessments

5. Development Planning

A. Development Planning

Rewards AND Recognition (R&R)**1. Governance**

A. Policy

Cagayan State University Rewards and
Recognition Policy

Fully implemented policy

B. Structure and Roles

Special Order composing the members of
the University Awards and Recognition
Committee

C. Review Mechanisms

Process flow and budget utilization rate
for RnR implemented programs

D. Information and Communication (Use of Technology)

screenshots using microsoft exel, emails,
microsoft words, facebook page

E. Information and Communication (Database Content)

process flows, profile of the awardees,
and screenshots of minutes of the meeting**2. Planning**

A. Planning (1)

Planned Annual Rewards and Recognition
Program of the Cagayan State University

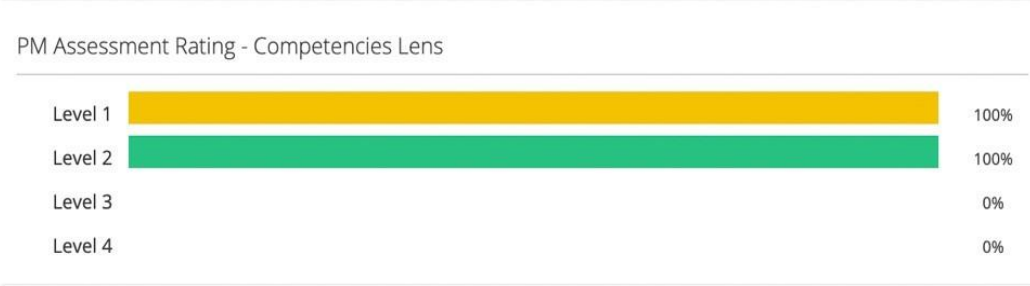
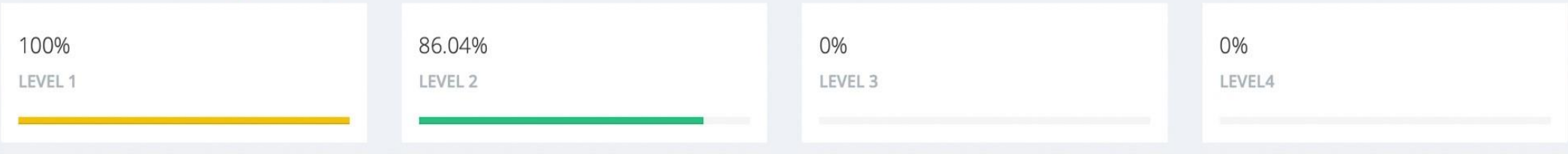
B. Planning (2)

List of On-the-spot rewards and
recognition programs of the Cagayan State
UniversityThere's no criteria and guidelines for the
implementation of "on-the-spot" rewards
and recognitions; there's a limited number of
implemented "on-the-spot" rewards and
recognition**3. Implementation**

Criteria and guidelines of different

	University		implemented "on-the-spot" rewards and recognition
3. Implementation			
A. R&R Screening and Selection Criteria and Processes	Criteria and guidelines of different rewards and recognition programs of the Cagayan State University, and tabulation sheet of rewards and recognition committee	well-defined and well-detailed criteria for the different award categories	

Overall Assessment Rating for Competencies Lens



Pillar Ratings (Competencies)

Competencies Lens Assessment	Level 1	Level 2	Level 3	Level 4
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Pillar Ratings (Competencies)

Competencies Lens Assessment	Level 1	Level 2	Level 3	Level 4
Recruitment, Selection and Placement (RSP)	100%	65%	0%	0%
1. Governance	100%	60%	0%	0%
2. Talent Planning	100%	75%	0%	0%
3. Talent Sourcing	100%	75%	0%	0%
4. Talent Selection and Planning	100%	50%	0%	0%
Learning and Development (L&D)	100%	87.50%	0%	0%
1. Governance	100%	100%	0%	0%
2. Planning and M&E	100%	87.50%	0%	0%
3. Execution	100%	75%	0%	0%
Performance Management (PM)	100%	100%	0%	0%
1. Governance	100%	100%	0%	0%
2. Performance Planning and Commitment	100%	100%	0%	0%
3. Performance Monitoring and Coaching	100%	100%	0%	0%
4. Performance Review and Evaluation	100%	100%	0%	0%
5. Development Planning	100%	100%	0%	0%
Rewards AND Recognition (R&R)	100%	91.67%	0%	0%
1. Governance	100%	100%	0%	0%
2. Planning	100%	75%	0%	0%

Rewards AND Recognition (R&R)	100%	91.67%	0%	0%
1. Governance	100%	100%	0%	0%
2. Planning	100%	75%	0%	0%
3. Implementation	100%	100%	0%	0%

Consolidated Pillar Elements (Systems) Notes

	Evidences	Strengths	Gaps
Recruitment, Selection and Placement (RSP)			
1. Governance			
A. Policy	Approved MSP		
B. Structure and Roles			To customized screening criteria
C. Review Mechanisms			To add turn-around time, cost of sourcing and hiring/placement
D. Information and Communication (Use of Technology)			
E. Information and Communication (Database Content)			update the process flow
2. Talent Planning			
A. Staffing/ Workforce Planning			To update the staffing Plan
3. Talent Sourcing			
A. Recruitment Plan			To craft Recruitment Plan template
B. Talent Attraction			To update posting in agency website
C. EEOP			To include EEOP in publication of vacant positions
4. Talent Selection and Planning			

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3. Execution			
A. Design (1)			
B. Design (2)			
C. Development			
D. Delivery			
E. Learning Service Provider Management			
Performance Management (PM)			
1. Governance			
A. Policy			
B. Structure and Roles			SO for PMT with additional functions.
C. Review Mechanisms			PM forms and reports to be submitted
D. Information and Communication (Use of Technology)			
E. Information and Communication (Database Content)			To prepare performance calibration results
2. Performance Planning and Commitment			
A. Target Setting			
B. Standard Setting			
3. Performance Monitoring and Coaching			
A. Performance Tracking			
B. Providing Performance Support			Improve performance coaching mechanism
4. Performance Review and Evaluation			
A. Performance Review and Evaluation			

A. Performance Tracking		to improve performance tracking tools
B. Providing Performance Support		improve coaching framework and tools
4. Performance Review and Evaluation		
A. Managing Performance Review and Evaluation Process		to include recommendations for improvement
B. Calibrating Performance Assessments		to include recommendations for improvement
5. Development Planning		
A. Designing Development Planning Tools and Processes		to improve customized plan
B. Facilitating Development Planning		
Rewards AND Recognition (R&R)		
1. Governance		
A. Policy Review and Formulation		
B. System Review		
C. Use of Technology		
D. Communication		
2. Planning		
A. R&R Planning (1)		
B. R&R Planning (2)		there's no criteria and guidelines on the implementation of the on-the-spot rewards and recognition; and there's a limited on-the-spot rewards and recognition activities
3. Implementation		
A. Development of R&R Screening and Selection Criteria and Processes		

