

NATIONAL DEVELOPMENT COMPANY (NDC)

		COMPONENT				ANNUAL TARGET	AS OF SEPTEMBER 2019	
STRATEGIC OBJECTIVE (SO) / STRATEGIC MEASURE (SM)		FORMULA	WEIGHT	RATING SYSTEM	ACTUAL		RATING	
IMPACT	SO1	Strengthen Business Sustainability (Financial Impact)						
	SM1	Return on Equity	Net Income / Stockholder's equity adjusted	15%	(Actual / Target) x Weight	3.0%	41.15%	15%
	SO 2	Support Local Development (Social Impact)						
	SM2	Cumulative Number of Local Jobs Generated by the Projects / Investment	Number of local jobs generated per operational support	10%	(Actual / Target) x Weight 0% = if below 2018 Actual	523 (2018 Actual) + 127 new jobs = 650	650	10%
			Sub-total	25 %				25%
STRATEGIC FOCUS	SO3	Increase Investments in High Impact Priority Areas by Leveraging in NDC's Competitive Advantage						
	SM3	Cumulative value of Investments	Amount of investments in high impact priority areas as approved by the NDC Board	15%	(Actual / Target) x Weight 0%=if below 2018 Actual	₱ 3.80 B (2018 Actual + P1.5 B	₱ 5 B	14.15%
	SO4	Enhance the Value of Investment Portfolio						
	SM4	Return on Investments	Amount of dividends received / Total Investments excluding companies for dissolution and pre-operating companies	10%	All or nothing	2.22%	1.38%	0%
	SO5	Improve Customer Satisfaction						
SM5	Percentage of Satisfied Customers	Number of respondents who rated Sat and VS (upper 2 boxes in a 5-point scale) / Total number of survey respondents	5%	(Actual / Target) x Weight 0% - if below 90%	100 %	-	-	
			Sub-total	30%				14.15%

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INTERNAL PROCESS	SO6	Optimize the Economic Value of NDC Land Assets						
	SM6	Income from Asset Management	Amount of Lease Income and Sales Proceeds Collected	20%	(Actual / Target) x Weight 0 = if below ₱ 253 M	₱ 505 Million	₱ 192.51 M	0%
	SO7	Improve Budget Utilization to Support Operational Efficiency						
	SM7	Budget Utilization Rate	Total disbursements / Total budget for the year	5 %	92% - 100% = 5% 80% - 91% = 2.5% More than 100% and below 80% = 0%	>91%	56%	0%
	Sub-total			25 %				0%
LEARNING AND GROWTH	SO8	Prioritize Competency Build-up of Project Teams						
	SM8	Percentage of personnel meeting required competency standards	Actual Accomplishment*	5%	All or Nothing	Competency Baseline Improved	92.21%	5%
	SO9	Build a Culture of Continual Improvement and Excellence						
	SM9	ISO Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Maintained	ISO 9001:2015 Maintained	5%
	SM10	PGS Status Conferral	Actual Accomplishment	5%	All or Nothing	Institutionalized	-	-
	SO10	Automate Key Process						
SM11	Information Technology Systems Implemented	Actual Accomplishment	5%	All or Nothing	Cash Accounting System Submitted for BIR's	Cash Accounting System Submitted for	-	

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					Accreditation and Board - Approved ISSP 2020-2022 as submitted to DICT	BIR's Accreditation	
Sub-total			20 %				10%
TOTAL			100 %				49.15%

$$\frac{\sum_{b=1}^B \left[\frac{\sum_{a=1}^A (\text{Actual Competency Level})}{\sum_{a=1}^A (\text{Required Competency Level})} \right]}{B}$$
 where: a = Competency required. A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

Certified Correct by:


JOYCE ANNE N. ALIMON
 Department Manager III

Approved by:


MA. LOURDES F. REBUENA
 General Manager