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Appraisal Form

Five Year Plan:

12th

Financial Year:

2019-2020

Section A: Employee Details

Employee No.: 9507107

Name: Cheku Dorji

Position Title: Sr. Agriculture Officer

Position Level: P3

Working Agency: RNR R & DC - Bajo, Department of Agriculture, Ministry of Agriculture and Forests

Section B: Performance

Output	Activity	Level 4 [3.00-4.00]	Level 3 [2.00-2.99]	Level 2 [1.00-1.99]	Level 1 [<=0.99]	Target Achieved	Justification	Final Score	Remark / Justification	Action
Promising crop cultivars and varieties evaluated and released	Conduct evaluation of Introduction Rice Nursery (INGER)/IRRI one hundred forty six lines	May 2019	June 2019	July 2019	August 2019			Enter Score	Enter Remark/Justification	Drop
Promising crop cultivars and varieties evaluated and released	Conduct rice Advance Evaluation Trial for 17 varieties	June 2019	July 2019	August 2019	September 2019			Enter Score	Enter Remark/Justification	Drop
Promising crop cultivars and varieties evaluated and released	Conduct rice Initial Evaluation Trial for 13 varieties	June 2019	July 2019	August 2019	September 2019			Enter Score	Enter Remark/Justification	Drop
Promising crop cultivars and varieties evaluated and released	Carry out on farm evaluation of promising rice varieties in 12 locations	12	11	10	9			Enter Score	Enter Remark/Justification	Drop
Promising crop cultivars and varieties evaluated and released	Carry out large scale onfarm seed production and promotion of quinoa varieties	4	3	2	1			Enter Score	Enter Remark/Justification	Drop
Quality seeds and seedlings produced, maintained	Produce and maintain released rice varieties seeds for 10 varieties	10	9	8	7			Enter Score	Enter Remark/Justification	Drop

and distributed										
Quality seeds and seedlings produced, maintained and distributed	Demonstrate/showcase released rice varieties for centre visitors, trainees, farmers, students etc. Produce and maintain seeds	10	9	8	7			Enter Score	Enter Remark/Justification	Drop
Quality seeds and seedlings produced, maintained and distributed	Undertake seed production of released maize varieties. (Yangtsipa, Sweet corn, Pop corn and Chaskarpa)	4	3	2	1			Enter Score	Enter Remark/Justification	Drop
Quality seeds and seedlings produced, maintained and distributed	Carry out on-station seed production of released Quinoavarieties. (Ivory 123, A. Marangani, A. Sacaca and DoA1PMB 2015	4	3	2	1			Enter Score	Enter Remark/Justification	Drop
Technologies to increase crop productivity evaluated, generated and disseminated	Conduct onstation demonstration of direct seeded rice cultivation using drum seeder. (IR 64) Monitor, collect data, compile data and submit report.	April 2019	May 2019	June 2019	July 2019			Enter Score	Enter Remark/Justification	Drop
Relevant data collected, information generated, and reports written and submitted	Carry out phenotypic characterization of traditional land races of rice in collaboration with National Biodiversity Centre. Monitor, collect data, compile data, analyze and submit report	15	14	13	12			Enter Score	Enter Remark/Justification	Drop
								Final Score:	0	

Adhoc Activities

Additional Activity	Target Achieved	Assigned By
Cost of Production Survey for 33 crops 5 Dzongkhags under Bajo region	June -September 2019	Department of Agriculture/MoAF
Conduct Evolutionary Plant breeding Project (Rice) under Kabesa Geog, Punakha Dzongkhag, A joint activity between Research centre, NBC and Dzongkhag	February 2019- 2022	National Biodiversity Centre, Serbithang, Thimphu

Section C: Competency Behavior

Potential Assessment Area	Quality & Description	Level 4 [3.00-4.00]	Level 3 [2.00-2.99]	Level 2 [1.00-1.99]	Level 1 [<=0.99]	Final Score

1. Analytical and Intellectual Capacity	<p>1.1. Sense of Perspective</p> <p>Demonstrates intellectual flexibility, imagination and socio political sensitivity in developing a holistic appreciation of the situation and in generating innovative ideas and solutions that bring practical benefit</p>	<ul style="list-style-type: none"> • Thinks ahead to anticipate issues, identifies opportunities and appreciates implications • Exercise imaginations and creativity to generate a range of alternative solutions • Takes strategic perspective when formulating proposals and recommendations 	<ul style="list-style-type: none"> • Takes strategic steps and ways to achieve and enhance the achievement of the target 	<ul style="list-style-type: none"> • Need guidance in identifying the opportunities and solutions to solve work towards achieving the target 	<ul style="list-style-type: none"> • Is hasty in formatting opinions and judgment taking action before assessing implications and Focuses on day to day problems at the expense of longer term planning 	0
1. Analytical and Intellectual Capacity	<p>1.2 Analysis and Judgment</p> <p>Demonstrates power of analysis and a sense of reality in the context of complex issues and solutions</p>	<ul style="list-style-type: none"> • Analyses situations and problems in a systematic and logical manner to identify key issues • Makes sound judgment based on rigorous, independent thinking • Makes good use of background knowledge 	<ul style="list-style-type: none"> • Proposes strong judgmental recommendation towards overall issues for a realistic achievement 	<ul style="list-style-type: none"> • Limited to supervisory directives in tackling the problems and issues and does not provide any strong judgmental recommendation to own issues 	<ul style="list-style-type: none"> • Makes assumption based on superficial analysis • Spends too long on analysis and deliberating at the expense of responding in a timely fashion 	0
2. Influence & Collaboration	<p>2.1. Influencing and Inspiring</p> <p>Persuades, motivates and inspires others, developing a sense of purpose and unity</p>	<ul style="list-style-type: none"> • Put team's success ahead of personal success • Work to resolve conflict among team members by showing respect for others' opinions and working toward mutually agreeable solutions. 	<ul style="list-style-type: none"> • Maintains wide network of good working relationship with peers, subordinates, supervisor, customer and clients. Makes consistent efforts to generate trust and co-operation to foster positive and productive team spirit. 	<ul style="list-style-type: none"> • Stick to good working relationship with most of the peers, subordinates, supervisor and the clients. Initiates encouragement of trust and cooperation among others. 	<ul style="list-style-type: none"> • Blame others for mistakes and/or setbacks that negatively affect team results 	0
2. Influence & Collaboration	<p>2.2 Collaboration & Engagement</p> <p>Takes lead in communication and consultation, engaging with a wide range of supervisors, peers and stakeholders across division, department, and agencies.</p>	<ul style="list-style-type: none"> • Help to keep team performance and morale high even during periods of intense pressure or heavy workload. • Actively seeks development opportunities for team 	<ul style="list-style-type: none"> • Demonstrate to work in a team and foster sharing of workloads while he/she is not utilized. 	<ul style="list-style-type: none"> • confines to his/her own assigned task and does not extend and seeks support to collaborate and engage in a team. 	<ul style="list-style-type: none"> • Work only to serve self-interests and meet personal goals • Blame others for mistakes and/or setbacks that negatively affect team results. 	0
3. Motivation for Excellence	<p>3.1. Achieving Results</p> <p>Strives hard to</p>	<ul style="list-style-type: none"> • Achieves all targets set within the allocated resources without 	<ul style="list-style-type: none"> • Always look towards achieving the result with best 	<ul style="list-style-type: none"> • Hard working towards achieving the results but needs 	<ul style="list-style-type: none"> • Do not deliver as per the set targets and budget 	0

	achieve agency's five year and annual targets by focusing on national interest to ensure efficiency and high standards of delivery.	<p>compromising on the quality</p> <ul style="list-style-type: none"> Minimizes waste of his Agency and nation's resources 	quality within the resources under his/her control	extra resources to achieve it	<p>allocated</p> <ul style="list-style-type: none"> Wastes his Agency and nation's resources 	
3. Motivation for Excellence	<p>3.2 Commitment and Accountability</p> <p>Demonstrates personal integrity and commitment to serving Bhutan's national interest</p>	<ul style="list-style-type: none"> Upholds both explicit and implicit terms and understandings he has with the Royal Government, public, family, agency, superiors, peers, subordinates and clients Ready and willing to take additional responsibility by one's own initiatives 	<ul style="list-style-type: none"> Demonstrate strong bond towards the Royal government and uphold the belongingness of oneness among the public family. Needs guidance to take the initiatives 	<ul style="list-style-type: none"> Upholds the blondness towards one public family as and when required only and resistance to take initiatives 	<ul style="list-style-type: none"> Breach the norms and values of the society Speak and act in a way that is not in conformity to the civil service values of integrity, professionalism, honesty, impartiality, accountability, loyalty, and leadership. Do not participate n any extra assignments 	0
					Final Score:	0

Section D: Evaluation

Particular	Score Received	% Allocated	Final Score	Supervisor's Comments	Moderation Exercise Cat.	Agency Head's Comment
B. Performance	0	70%	0	Enter Comments	Select Cat. ▼	Enter Comments
C. Competency Behaviors	0	30%	0	Enter Comments		
		Total Score:	0			

Submit Final Assessment

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