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Appraisal Form

Five Year Plan:

Financial Year:

Section A: Employee Details

Employee No.: 200401047

Name: Jigme

Position Title: Principal Agriculture Officer

Position Level: P1

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
Promising crop cultivars and varieties evaluated and released	Co-ordinate and implement citrus varietal trial	Evaluate 10 varieties	Evaluate 8-9 varieties	Evaluate 6-7 varieties	Evaluate 4-5 varieties			Enter Score	Enter Remark/Justification
Promising crop cultivars and varieties evaluated and released	Co-ordinate and implement citrus rootstock compatibility trial	6 rootstocks studied	4-5 rootstocks studied	2-3 rootstocks studied	1 rootstock studied			Enter Score	Enter Remark/Justification
Quality seeds and seedlings produced, maintained and distributed	Produce fruits crop seedlings (grafted and non grafted)	Produce 2000-1600 seedlings	Produce 1500-1100 seedlings	Produce 1000-600 seedlings	Produce <500 seedlings			Enter Score	Enter Remark/Justification
Establishment of crop nurseries demonstrated, promoted, and supported	Establishment of cardamom nurseries	Establishment or improve 4 existing cardamom nurseries through technical and materials support	Establishment or improve 3 existing cardamom nurseries through technical and materials support	Establishment or improve 2 existing cardamom nurseries through technical and materials support	Establishment or improve 1 existing cardamom nurseries through technical and materials support			Enter Score	Enter Remark/Justification
Technologies to increase crop productivity evaluated, generated and disseminated	On station and on farm cultivation of Turmeric for evaluation improvement in management practices.	Cultivate turmeric in 3 acres of land including both on farm and on-station . Generate production report.	Cultivate turmeric in 2.5 acres of land including both on farm and on-station . Generate production report.	Cultivate turmeric in 2 acres of land including both on farm and on-station . Generate production report.	Cultivate turmeric in 1.5 acres of land including both on farm and on-station . Generate production report.			Enter Score	Enter Remark/Justification
Technologies on climate smart and resilient agriculture practices evaluated, generated, demonstrated,	Establish multi-tier cropping system with black pepper and betal nut	Establish in 7-8 orchards	Establish in 5-6 orchards	Establish in 3-4 orchards	Establish in 1-2 orchards			Enter Score	Enter Remark/Justification

and disseminated.									
Establishment of demonstration farms for selected crops supported	Establish avocado demonstration orchards	Establish 6-7 demonstration orchards	Establish 4-5 demonstration orchards	Establish 2-3 demonstration orchards	Establish only 1 demonstration orchards			Enter Score	Enter Remark/Justification
Selected crop germ plasm maintained, preserved, and shared	Maintenance of on-station cardamom germplasm	Maintain effectively all 4-5 variety 's germ plasm	Maintain effectively all 2-3 variety 'sgerm plasm	Maintain effectively all 1 variety 's germ plasm	The existing germplasm is lost.			Enter Score	Enter Remark/Justification
Selected crop germ plasm maintained, preserved, and shared	Maintenance of fruits and nuts germplasm block(Pecan nut, persimmon, kiwi, plum, peach , sub-tropical apple)	All scheduled activities implemented. Plants maintained in excellent condition. No loss of even a single plant	All scheduled activities implemented. Plants maintained in very good condition. No loss of even a single plant	All scheduled activities implemented. Plants maintained in good condition. Loss of a few plants.	All scheduled activities implemented. Plants maintained in bad condition. Loss of more than 5 plants.			Enter Score	Enter Remark/Justification
Selected crop germ plasm maintained, preserved, and shared	Top-working of temperate fruit crops.	Top-working of temperate fruit crops in four villages	Top-working of temperate fruit crops in three villages	Top-working of temperate fruit crops in two villages	Top-working of temperate fruit crops in one village			Enter Score	Enter Remark/Justification
Selected crop germ plasm maintained, preserved, and shared	Maintenance of citrus rootstock block	Maintenance of all plants of 5 rootstock varieties in excellent condition with all schedule activities and other timely interventions implemented	Maintenance of all plants of 4 rootstock varieties in excellent condition with all schedule activities and other timely interventions implemented	Maintenance of all plants of 3 rootstock varieties in excellent condition with all schedule activities and other timely interventions implemented	Maintenance of all plants of 2 rootstock varieties in excellent condition with all schedule activities and other timely interventions implemented			Enter Score	Enter Remark/Justification
								Final Score:	0

Adhoc Activities

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	1.1. Sense of Perspective 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	<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 tern planning 	0
1. Analytical and Intellectual Capacity	1.2 Analysis and Judgment Demonstrates	<ul style="list-style-type: none"> Analyses situations and problems in a systematic and 	<ul style="list-style-type: none"> Proposes strong judgmental recommendation towards overall 	<ul style="list-style-type: none"> Limited to supervisory directives in tackling the 	<ul style="list-style-type: none"> Makes assumption based on superficial 	0

	power of analysis and a sense of reality in the context of complex issues and solutions	<ul style="list-style-type: none"> logical manner to identify key issues Makes sound judgment based on rigorous, independent thinking Makes good use of background knowledge 	issues for a realistic achievement	problems and issues and does provide any strong judgmental recommendation to owns issues	<ul style="list-style-type: none"> Spends too long on analysis and deliberating at the expense of responding in a timely fashion 	
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 achieve agency's five year and annual targets by focusing on national interest to ensure efficiency and high standards of delivery.</p>	<ul style="list-style-type: none"> Achieves all targets set within the allocated resources without compromising on the quality Minimizes waste of his Agency and nation's resources 	<ul style="list-style-type: none"> Always look towards achieving the result with best quality within the resources under his/her control 	<ul style="list-style-type: none"> Hard working towards achieving the results but needs extra resources to achieve it 	<ul style="list-style-type: none"> Do not deliver as per the set targets and budget allocated Wastes his Agency and nation's resources 	0
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
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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 Assesment

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