

University Staff, Operational Level, Faculty of Nursing, Srinakharinwirot University

() **Second assessment** From February 1, 2019 to July 31, 21019

Supervisor (Mr./Mrs./Miss) _____ Position _____

Working duration () less than (✓) 1- 10 years () more than 10 years

[illegible]

Type of workload (70%)	Percentage (A)	Percentage of agreed workload	Performance score according to KP(P)	Weighted mean (A x P)
Central workload(10%)				
6.Participation in administration (office level / faculty level)	5			
7.Participation in arts and cultural perservation / student affairs	5			
. Workload according to strategy / vision (10%)				
8. Quality accreditation and quality assurance	5			
9. Health literacy	5			
Total	70 percent	70 percent		

Sign for acknowledgement of the assessment criteria and the performance

NameStaff
()

(Date...../...../.....)

NameAssessor
()

Position

(Datew/...../.....)

Sign for performance asseement

Nameผู้รับการประเมิน
()

(Date/...../.....)

Nameผู้ประเมิน
()

Position

(Date/...../.....)

Competency Assessment

1 Core competency; University (10%)

() Expected level of proficiency level 5 (All indicators)

() Expected level of proficiency level 4 (All indicators) **Office Director

() Expected level of proficiency level 3 (All indicators) **Supervisor level

() Expected level of proficiency level 2 (All indicators) **Operational level, working duration of more than 10 years

(✓) Expected level of proficiency operational level/new staff (working duration less than 1 year) level 1 **Operational level less than 1 year and working duration of 1

Core competency	Definitions	First assessment		Second assessment		Mean (Total score)
		Agreement of expected level of proficiency of each position	Results	Agreement of expected level of proficiency of each position	Results	
1) S: Social Responsibility	Paying attention and being committed to work and having self-responsibility and responsibility at work, duties of the university staff, concerning about the benefits of the university and the public, promote and support the work of the university to meet the needs of society and communicate and serve society					
2) W : Work Smart	Having responsibility for the job with creative thinking, enthusiasm, knowledge, systematic planning, developing work processes, improving work, completing work on time, quality work, appropriately allocating time, seeking opportunities for self-improvement, knowing management or time-management					
3) U: Unity	Understanding roles and duties as a member of the team participating in working, honoring, giving cooperation in solving problems and exchanging experiences and opinions with team members					
4) C : Creativity	Having creative ability to present new ideas for improvement and development, work efficiency at the individual level, at the organizational level and at the university level					

5) M : Morals	Having morality, ethics, honesty and working with transparency, having self-discipline, adhering to morality and ethics in the profession and being faithful and reliable				
หมายเหตุ	<p>Average score of core competency (10%)</p> <p>= <u>The sum of the core competency assessment's score</u> x 10</p> <p>The sum of expected proficiency' s score</p>	Average score of core com	Average score of core com		

2. Functional competency: 20%

() Expected level of proficiency level 5 (All indicators)

() Expected level of proficiency level 4 (All indicators) **Office Director

() Expected level of proficiency level 3 (All indicators) **Supervisor level

(✓) Expected level of proficiency level 2 (All indicators) **Operational level, working duration of more than 10 years

() Expected level of proficiency operational level/new staff (working duration less than 1 year) level 1 (All indicators)

Functional competency	Definitions	First assessment		Second assessment	
		Agreement of expected level of proficiency of each position	Results	Agreement of expected level of proficiency of each position	Results
1) Analytic Thinking	Understanding the situations, describing the issues, problems and situations by separating the information received into sub-issues or defining the framework, main issues by connecting relationships of each part systematically in order to get a conclusion on the work that is efficient and successful				
2) Engagement	Consciousness or intention to express behavior that meets the needs and goals of the organization concerning about the benefits of the organization rather than personal benefits				
3)Flexibility	The ability to adapt and perform effectively in various situations and groups of people including accepting different opinions and changes the approacheswhen the situation changes				
4) Concern for Order	Reducing defects that may be caused by the environment,being able to plan, monitor work and analyze problems and obstacles that may arise and develop a data verification system for the accuracy of the working process				
5) Service mind	Intention and effort of staff in providing services to meet the needs of university staff, civil servants, pensioners, employees and general people				