

LBP RESOURCES AND DEVELOPMENT CORPORATION
MONITORING REPORT OF PERFORMANCE TARGETS – CY 2019

Objective/Measure	Formula	Weight	Rating System	Baseline 2016	Baseline 2017	Target 2018	Target 2019 (GCG approved)	1 st Qtr	2 nd Qtr.	3 rd Qtr	4 th Qtr	
SO 1 Provide High Quality Service												
SM 1	Number of Projects completed on-time Construction Renovation	Actual number of projects completed on-time	10% 15%	(Actual/Target) x Weight	3 25	3 30	4 35	4 35	- 9	- 12		
SM 2	Number of Manpower service clients retained	Actual number of manpower service clients	15%	(Actual/Target) x Weight	5	6	4	4	3	3		
SM 3	Percentage of Satisfied Customers	Total no. of respondents which gave at least Satisfactory rating/total no. of respondents	10%	(Actual/Target) x Weight 0% = if less than 80%	N/A	100%	90% of the respondents gave LBRDC at least satisfactory rating (upper two boxes of a 5-point rating scale)	90%	-	-		
SO 2 Increase Profitability and Optimize Use of Resources												
SM 4	EBITDA	Absolute amount (In million pesos)	10%	(Actual/Target) x Weight 0% = if less than P85.9 M	91.35	96.83	103.57	103.57	18.23	37.59		
SM 5	Construction Margin	Absolute rate	10%	(Actual/Target) x Weight 0% = if less than 19.20%	23%	25.3%	26%	20%	9%	(0.49%)		
SM 6	Return on Equity	Net income/Total Stockholders' Equity	5%	(Actual/Target) x Weight 0% = if less than 11.8%	11.49%	12.64%	12%	12%	2%	5%		

SO 3	Build Strong Alliances with Suppliers											
SM 7	Number of Strategic Tie-ups with Key Suppliers	Actual no. of strategic tie-ups with suppliers	5%	(Actual/Target) x Weight	3	4	5	5	5	5		
SO 4	Enhance Existing Processes at Par with Industry											
SM 8	Improve processes to Quality Mgt. System	Actual accomplishment	5%	All or nothing	N/A	Cert of Readiness for ISO 9001:2015	Certification under ISO 9001:2015 Standards	Pass Surveillance Audit	-	-		
SM 9	Upgrade license category with Phil. Contractors Accreditation Board (PCAB)	Actual accomplishment	5%	5% Achieve PCAB license "AA" 2.5%- Maintain PCAB License "A"	PCAB license "A"	PCAB license "A"	PCAB license Category: "AA"	PCAB license Category: "AA"	-	-		
SO 5	Enhance HR and Development Program											
SM 10	Percentage of Employees Meeting Required Competencies	Actual accomplishment	5%	All or nothing	N/A	Board-approved Competency Framework and Est. of Baseline	Establish Competency Baseline of the organization	Identified competency gaps closed for 100% of targeted employees	-	80%		

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