Malibago, Nenissa

Database Developer

Manager: Ariel Dimapilis

Evaluated By:

July Impact Statement

Organization: Axos Business Center Team VII (Ariel Dimapilis)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Employee Evaluation

Response: My role is Database Developer, this role is mainly related to database. Database Design, Development & Optimization, Data Modeling are some of my duties related to this role. Align with these duties are my responsibilities to support others linked to database and data inquiries, making sure that every development has initial testing on my side – to assure quality, document every movement, collaborate and communicate to team.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Employee Evaluation

Response: As a database developer, I am responsible for analyzing data and studying its structure within AccuTerm, including a thorough review of existing dictionaries. I design and, where possible, normalize data models for each file. This process is complemented by the creation of detailed documentation and ongoing monitoring of the overall data model to ensure consistency and integrity.
Additionally, I conduct research on the behavior of specific screens in AccuTerm to support the Product Team. My findings help extract valuable insights, enabling the team to create well-defined PBIs (Product Backlog Items) for future development.

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Employee Evaluation

Response: I measure my performance by consistently tracking the number of PBIs and tasks I close each sprint, as well as by delivering tasks faster than the estimated time without compromising quality. Additionally, I know I'm performing well when the work I've completed, such as a simple monitoring tool or research, is utilized by others within team, and when I'm able to assist them with their own tasks.

How do you report progress to your supervisor? (What reports, meetings, etc?)

Employee Evaluation

Response: I consistently report my progress through Azure DevOps Tool, Catch Up meetings like Scrum, daily catch up with team, Email and MS Team Tool.

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the

processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

Employee Evaluation

Response: For this first half of 2025, I used the Copilot to generate SQL script for physical table and adding records for dimension tables. This process helps the data modeling team to eliminate manual creation of script, make the work faster and precise.

prereqs: Books & Records Legacy & New Model Mapping.xlsx Legacy documented structure of table, copilot. Simply ask the copilot to generate script for a specific table or nos of table.

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Employee Evaluation

Response: Deployment of Database changes from environment to environment.

I developed and documented a manual process for deploying database changes across different environments. This process covers all stages, from script creation to deployment in the target environment. The manual approach was necessary due to the absence of an automated deployment solution earlier this year. DATA MANUAL DEPLOYMENT.docx

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Employee Evaluation

Response: Improvement Opportunity
1. **Leverage AI to automate the creation of physical table scripts and data dimension scripts.** This approach reduces manual effort, shortens delivery timelines, promotes standardization, and minimizes errors. Efficient to my role, for me to focus more on creating legacy documents, refinements and other reporting needs.
2. To **be involve in advance research about specific feature.** This approach allows me to proactively investigate and understand the functionality of each feature, providing valuable insight for early learning. Additionally, it gives me the opportunity to assess and plan the appropriate data modeling strategies related to the feature. Efficient to my role, for this business analysis and knowledge from this research will be a lot help to my data modeling tasks.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Employee Evaluation

Response: Improvement Suggested
1. **DB Compare App**
As the team is going to multiple environments, maintaining it will be harder. That's when I suggested to have an application to compare the Databases. This is crucial for us to see the differences and make necessary changes/update if needed. I actually do not develop it, but someone on the team - and I'd like to believe that it helps him to feel more involved in the process and in the group.

2. **Raising concern in specific time, within Data Modeling Team.**

As the data modeling team grows, it is natural for team members to have questions and seek clarification from one another. Establishing a designated time for addressing these questions will help everyone manage their inquiries and schedules more effectively. This approach also fosters an open and supportive environment, encouraging team members to ask questions without hesitation or concern about inconveniencing others. Creating this safe space is essential for collaboration and team development.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Employee Evaluation

Response: For the next six-months, aside from still deliver the expectation from me assigned in our project: given that the tools are available and align to the need of organization -

S – I will learn python to start my data analyst path.
M – I will complete at least 2 online courses and use my learnings on project (wherever python knowledge is applicable)
A – I will dedicate 3 hours per week to study python, utilizing Udemy and any resources available.
R – Python is one of the essential knowledge areas to be a data analyst, it will enable me to perform data manipulation, analysis and visualization.
T – I will achieve my goal within six months.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

Employee Evaluation

Response: I really like data, and my long-term goal is still related to it. Telling stories through data, creating dashboards that have a big impact in decision making – that eventually leads to help the project and organization. To have a career path from database developer to data analyst to data scientist and given a chance to mentor new data enthusiast.

This is still my long-term goal.

Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which have yet to be created, so that you get credit for these as well.

Employee Evaluation

Response: N/A

Additional Feedback

Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.

Employee Evaluation

Response: