

PMS -2019-2020

Mahendra Singh Thalor, Software Engineer

Effective date 08/01/2020

Review Summary

Contributors

- Mahendra Singh Thalor, Employee -
Due: 09/07/2020
- Dilip Kumar, Manager - Due:
09/15/2020

Instructions

Hello All, Welcome to the annual review cycle of 2020! It's time, once again, for annual performance reviews to be completed. Annual performance reviews are a culmination of the year long dialogue with your manager. The review are another opportunity for you and your manager to discuss your strengths and/or areas of improvement related to both position-specific responsibilities, general performance, and set goals for the coming year.

Ratings

	Employee Rating	Manager Rating
Competencies	4.80 Outstanding Performance	4.40 Exceeds Expectations
Overall Rating	4.80 Outstanding Performance	4.40 Exceeds Expectations

Final Score

Score:

Signatures and Final Comments

Mahendra Singh Thalor, Employee No comments are available.

Dilip Kumar, Manager No comments are available.

Competencies

Section Ratings

Employee	Manager Rating
4.80 Outstanding Performance	4.40 Exceeds Expectations

Rating Scale

Title	Description
1 - Unsatisfactory	Work performance is inadequate for the standards of performance for the position. Coaching and/or performance improvement plan is immediate and necessary.
2 - Opportunity for Improvement	Meets most expectations. Falls slightly short of required performance through lack of skills, efforts or results.
3 - Successful Performance	Consistent achievement in accomplishing objectives appropriate to a high-performance environment. Sometimes exceeds expectations. Completely knowledgeable in his/her job. Achieves goals, objectives, deadlines and job requirements.
4 - Exceeds Expectations	Performance is always above job expectations. Employee makes a significant contribution to department and shows initiative. Minimal to no supervision is required. Others ask him/her for help and advice.
5 - Outstanding Performance	Employee's performance dramatically and consistently exceeds expectations in ALL areas of responsibility and objectives. Demonstrates exceptional achievement and has made major contributions to the effectiveness of the department and/or company.

Competency Ratings Competency Comments

- | | |
|---|---------------------------------|
| 1. Collaboration/Relationship Building | Competency Weight 20% |
| Takes primary ownership for the relationships and collaboration with team members within the company (peers, subordinates, and managers); participates in joint goals and projects; avoids playing politics and respects and values others' | |

differences; thoughtful and active contributor in meetings.

Type	Interpersonal
Mahendra Singh Thalor , Employee 5 - Outstanding Performance	<ol style="list-style-type: none">1. Seeks suggestions or ideas from group members on how to solve a conflict in the group before making a decision2. participates in joint goals and projects3. avoids playing politics and respects and values others' differences4. Prioritizes the group efforts based on the common goal being worked towards5. Uses email discussions, document sharing services, and online wikis to communicate and keep group members up to date
Dilip Kumar , Manager 4 - Exceeds Expectations	Mahendra is a great team player and the other team members respect and appreciate him. He also helps other team members in analyzing and debugging their problems. He respect others opinion and also put his point confidently. Excellent collaboration with team members in handling the joint projects. Clearly describe the problem to others and also understand the others point of view.

2. Communication Skills

Competency Weight **20%**

Clearly articulates information verbally and in writing; adjusts own communication style for different people and situations; participates in open exchange of ideas; listens to understand needs and concerns; communicates openly and honestly; gives undivided attention.

Type	Interpersonal
Mahendra Singh Thalor , Employee 4 - Exceeds Expectations	<ol style="list-style-type: none">1. Effectively communicates with colleagues, supervisors, partners and customers2. Shows active listening skills.3. Has a positive, results-driven attitude4. communicates openly and honestly;5. Effectively collaborates with people in (and outside of) the team to successfully reach targets
Dilip Kumar , Manager 4 - Exceeds Expectations	Mahendra has good communication skills and he can make others understand his point clearly. His willingness to listen to others and understand their point of view is appreciated.

3. Functional/Job Knowledge Competency Weight **20%**

Proficient with the key skills required to perform job; demonstrates practical and technical knowledge and effectively transfers/shares knowledge to others; keeps focused on moving towards goal; follows through and redirects efforts if necessary; demonstrates competence and credibility in area of responsibility.

Type

Functional

Mahendra Singh Thalor , Employee
5 - Outstanding Performance

1. Shows passion for learning and expanding his skills.
2. solved some bugs in quick time by debugging.
Ex: DB-302
3. keeps focused on moving towards goal;
4. follows through and redirects efforts if necessary

Dilip Kumar , Manager
5 - Outstanding Performance

In short time Mahendra has gained excellent knowledge in the PostgreSQL . His learning ability is outstanding. Very good debugging and problem solving skills. He is able to help others in quickly analyzing their issues.

4. Internal/External Customer Focus Competency Weight **20%**

If employee does not have external customers, please consider who their internal customers are.

Takes consultative approach to ensure best solution for the customer; can clearly articulate who your customers are; demonstrates attentiveness and responsiveness to your customer's needs; follows up with customers to ensure that solutions are meeting their needs; changes and adapts work processes to meet changing customer demands.

Type

Business and Organization

Mahendra Singh Thalor , Employee
5 - Outstanding Performance

1. I did screen sharing session with customers to solve some escalations:
Case:: 998955 | Issue: Query failing with error "invalid memory alloc request size" | Account: Konica Minolta Healthcare Americas, Inc.
2. Takes consultative approach to ensure best solution for the customer
3. changes and adapts work processes to meet changing customer demands
4. Talks with a friendly and pleasant voice with customers

Dilip Kumar , Manager

4 - Exceeds Expectations

Mahendra is active on escalations. He understands the severity and complexity of the escalations and based on that he suggests who could be the right person to pick a particular escalation. He is also active in solving the escalation related bugs.

5. Results Orientation

Competency Weight **20%**

Being persistent and showing perseverance on achieving concrete and tangible results out of personal responsibility; getting optimum results from situations and being ready to take action and show tenacity in case of obstacles or resistance.

Holds self accountable for achieving timely results; has continuous mastery of objectives and goals; demonstrates positive sense of urgency; pays close attention to detail; makes a personal commitment to achieving goals.

Type

Intrapersonal

Mahendra Singh Thalor , Employee

5 - Outstanding Performance

1. Checks results in order to make sure that solutions are effective and takes the necessary action if resolution has not been accomplished
Ex: relation extension lock
2. pays close attention to detail
3. makes a personal commitment to achieving goals
4. Brainstorms different solutions to a problem and stays focused until a viable solution is found and implemented

Dilip Kumar , Manager

5 - Outstanding Performance

Mahendra displayed a highly consistent level of performance in his work. He is always seeking opportunities to be more productive. His positive attitude to your work encourages others to perform well too. He always delivers the assigned work on/before time.

Open Ended Questions

Instructions

Questions 1 - 5 are for Employee's self review.
(Managers - please list 'n/a' in comments section.)

Questions 6 - 8 are for managers to complete.
(Employees - please list 'n/a' in the comments section)

Questions and comments

1. **1. (For employee) Describe at least three of your most important contributions during the past year and why they were important: - Document evidence on minimum 3 major goals achieved for the year**

Required

Mahendra Singh Thalor , Employee

1. I worked in "Allow vacuum command to process indexes in parallel" commit(40d964ec997f64227) and I helped in reviewing and testing, and in some bug fixes in this patch.
2. "[HACKERS] Moving relation extension locks out of heavyweight lock manager" I worked on this thread to make progress and helped in new initial patch. This is backbone for parallel operations.
3. "Error message inconsistency" I modified patch for above thread and it committed. This is helpful for error message consistency.
4. Worked in performance test of logical decoding patch.
5. RM44053: Log number of processed statements with edb_log_every_bulk_value This is helpful to identify number of rows processed.
6. apart from that I helped in some escalations and had screen sharing sessions with customers.
 - a. Case:: 998955 | Issue: Query failing with error "invalid memory alloc request size" | Account: Konica Minolta Healthcare Americas, Inc.
 - b. Sub: PANIC cannot make new WAL entries during recovery | Case No# 915987

Dilip Kumar , Manager

NA

-
2. **2. (For employee) Describe at least three job related strengths you exhibit on a regular basis, and why they are central to your role:**

Required

Mahendra Singh Thalor , Employee	1. My greatest strength is my listening ability. I pay careful attention to what I am being told, including specific information relating to current projects, details about future projects. 2. I have ability to stay focused on my work and try to finish tasks in advance of a deadline. 3. I have very good debugging skills and can analyze issue in short time.
---	--

Dilip Kumar , Manager	NA
------------------------------	----

3. 3. (For employee) How can your manager best support you in your experience at EDB
Required

Mahendra Singh Thalor , Employee	In EDB, i am getting tasks as per my skills and in between, sometime I get time to learn and this gives me freedom to learn more about PG and it enhance my skills. I wish continue the same support from my manager at EDB.
---	--

Dilip Kumar , Manager	NA
------------------------------	----

4. 4. (For employee) List 2-3 ideas/topics you would like to discuss during your Performance Review.
Required

Mahendra Singh Thalor , Employee	1. How to increase my productivity?
---	-------------------------------------

Dilip Kumar , Manager	NA
------------------------------	----

5. 5. (For employee) Professional Development - please list anything that would contribute to your professional and personal growth

Mahendra Singh Thalor , Employee	I want to attend conference to learn more..
---	---

Dilip Kumar , Manager	NA
------------------------------	----

6. **6. (For manager) Describe at least three of the employee's key responsibilities of their role during the past year and why they were important**
Required

Mahendra Singh Thalor , Employee n/a

Dilip Kumar , Manager

- Mahendra has done some important testing and analysis for logical decoding patch especially related to WAL size and performance.
- He has done testing for the parallel vacuum and found some early stage bugs.
- Mahendra has also contributed in solving the relation extension lock problem for parallel workers.
- Completed the patch for improving the vacuum error reporting.
- Worked on many customer bugs and delivered them on time.

7. **7. (For manager) Describe at least three job related strengths this employee exhibits on a regular basis, and why they are central to their role**
Required

Mahendra Singh Thalor , Employee n/a

Dilip Kumar , Manager

- He is quick learner and because of this he is easily able to pick and fix the bug in any area.
- Very good debugging and problem solving skills.
- Always ready to accept the changes and that make him perfect to work in open source.

8. **8. (For manager) Describe areas for continuous growth and improvement related to employee's current job activities**
Required

Mahendra Singh Thalor , Employee n/a

Dilip Kumar , Manager

It will be good if he can now participate in writing blogs and representing EDB in conferences.

Overall Comments

Instructions

This comment is for any other feedback you wish to provide. It may be further clarification on goals and competencies or it may be something unrelated that you just want to make sure is included. This comment will be viewable as part of the approved review.

Comments

Mahendra Singh Thalor , Employee

I am happy in EDB and I don't have any comment.

Dilip Kumar , Manager

Mahendra has gain very good knowledge in many area of PostgreSQL in short time. He has excellent debugging and problem solving skills.
