Dilip Kumar - 000283 - EnterpriseDB Corporation

Change the effective date to   09/06/2020 OK
1.
Competency Weight: 20% Collaboration/Relationship Building
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.

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> Sumanta has good interaction with the team members, he approaches them for help as and when required to unblock himself. For PostGIS compilation he interacted with the other team and got the issues resolved.
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> 2.

Competency Weight: 20% Communication Skills
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.

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> He has good verbal/written communication skills. Sometimes his documents are very detailed and explanatory for example parallel backup analysis of SQLServer and Oracle. He needs to timely update the JIRA tickets with the detailed and clear explanation about his finding as well as the suggestions given by others. He needs to be more regular in team meetings.
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3.

Competency Weight: 20% Functional/Job Knowledge
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.

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Sumanta has very good theoretical knowledge of algorithms and their usage. But being one of the senior members of the team he needs to learn more about database design/concepts and Postgres design/code. He also needs to enhance the debugging skills which will help him to resolve his day to day issue faster.
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4.
Competency Weight: 20% Internal/External Customer Focus
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.

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Sumanta needs to be more proactive on reading and picking the escalations.
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5.
Competency Weight: 20% Results Orientation
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.

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Sumanta has been involved in multiple work items but I think he needs to focus more on end results and deliver them on time.
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Form 2:

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

Sumanta has been involved in below work items
   - Catcheck improvement - Completed
   - Review heap checker contrib - Reviewed but no effective review comments

- Last DDL time - In progress

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

Very good in documentation as he has prepared a parallel backup comparison document. He has very good algorithm knowledge.

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

Being a senior member of the team is expected to independently finish assignments on time. Proactive on the customer escalation, quality review of design/code and helping other junior team members in resolving their issues. Going forward Sumanta should focus on these points.