

Dilip Kumar - 000283 - EnterpriseDB Corporation

Dilip Kumar - Competencies

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.

Show details...

Notes

Dilip Kumar, Employee

4 - Exceeds Expectations

Regular 1-1 discussion with team members to understand their needs, problem and work progress. Always reachable by team members as well as peers for discussing any issues. Discussion with Robert along with the team as well as 1-1, regularly shares all concerns raised by team members. Trying to have good communication with support team member as well, whether it is through email or thread, that helps in timely resolution of the escalation.

No comments are available.

Robert Haas, Manager

No Rating Submitted

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.

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Notes

Dilip Kumar, Employee

3 - Successful Performance

Clearly explain any technical idea/design/issue to team members, peers as well as to manager. Always ready to listen to the idea before suggesting on anything whether communicating with subordinated or with manager. Good communication with support team members as well as on PostgreSQL hackers list. There is still scope of improvement on the written communications, which I think it is getting better but still there is a lot of scope to improve.

No comments are available.

Robert Haas, Manager

No Rating Submitted

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.

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Notes

Dilip Kumar, Employee

5 - Outstanding Performance

Have very good design knowledge about many modules of the PostgreSQL/Database internal which make it easy to quickly understand any problem or projects. Quickly able to come up with a working POC which make it easy to decide whether we want to pursue with the design or need to find alternatives. In most of the cases able to help team members in resolving their design issues quickly. Slowly improving on managing and handling team better. Still need to work on how to identify new idea/project for individual as well as for team. At time I do find it quite hard and need some direction for manager to improve on this skills. Based on the past feedback currently working on improving the review skills and done some really good review and identified some of the major issue during review of rollback to save point. Still need more improvement and focus in review.

No comments are available.

Robert Haas, Manager

No Rating Submitted

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.

Show details...

Notes

Dilip Kumar, Employee

4 - Exceeds Expectations

Proactively picks up the escalation and try to identify the problem in short time. In past few month there is great improvement in escalation involvement. Able to resolve most of the complex escalation in timely fashion. Worked on some of the really hard escalation and able to identify the problem. Many time got appreciation from manager either for quickly identifying problem or identifying a hard problem.

No comments are available.

Robert Haas, Manager

No Rating Submitted

Outcomes Orientated

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.

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Notes

Dilip Kumar, Employee

5 - Outstanding Performance

Always worked toward achieving the individual as well as the team goals. Ready to accept the changes and able to come up with a quick solution for meeting the timelines. Help team members in achieving their goal by resolving any technical blocker. Most of the project assigned for v14 are completed

Individual projects:

- Logical decoding of in-progress transaction
- LZ4 compression method support
- Fix recovery pause issue
- Recovery time line issue
- Performance improvement in logical decoding when there are a lot of invalidation, e.g truncate partition table with 1000 partition, now takes 1s compared to 4-5 minutes.

Team projects:

- Sub-partition template
- Last ddl time
- Bitand and Bitor support
- Tab completion and help support.

No comments are available.

Robert Haas, Manager

No Rating Submitted

Average Competency Ratings

Employee

Manager Rating

4.20 - Exceeds Expectations

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