

PMS -2019-2020

Beena Emerson, Senior Software Engineer

Effective date 08/01/2020

Review Summary

Contributors

- Beena Emerson, 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	3.60 Exceeds Expectations	4.00 Exceeds Expectations
Overall Rating	3.60 Exceeds Expectations	4.00 Exceeds Expectations

Final Score

Score:

Signatures and Final Comments

Beena Emerson, Employee

No comments are available.

Dilip Kumar, Manager

No comments are available.

Competencies

Section Ratings

Employee	Manager Rating
3.60 Exceeds Expectations	4.00 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
Beena Emerson , Employee 4 - Exceeds Expectations	<p>I have helped my peers to the best of my capability whenever they have approached me for help. Sometimes even approaching them on my own, I feel my knowledge could be of help to the current task they are working on.</p> <p>I have co-ordinated with members from various teams - development, QA and documentation team as the project required and maintain good professional relationship with everyone.</p> <p>I keep healthy discussions with all members involved with the project and work towards making it a success.</p>
Dilip Kumar , Manager 4 - Exceeds Expectations	<p>Beena is a very good team player which makes her to help other team members as and when they require her help. Beena is very cordial and respectful whenever she is interacting with others and always respects the differences in the opinions. She is very good in cross team collaboration which helps in completing the work faster.</p>

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
Beena Emerson , Employee 4 - Exceeds Expectations	<p>I have improved my verbal and writing communication skills.</p> <p>I made calls, screen share or mails as deemed appropriate to pass information correctly and quickly. I had screen share/call with documentation team member to better discuss and share the kind of changes that would make the documentation better.</p> <p>I work with ease and comfort with all the</p>

members across teams.

Dilip Kumar , Manager

5 - Outstanding Performance

Beena has outstanding verbal and written communication skills. She is a constructive communicator and she is capable of discussing difficult issues effectively and to the point. She clearly communicates ideas and thoughts in the team meetings, conferences and in her blogs. She effectively communicates with colleague, managers and customers.

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

Beena Emerson , Employee

3 - Successful Performance

I have worked on bugs of different types though my main strength is partitioning. I am able to gather information required to tackle tasks in new area of code aptly. I have been able to recreate the bug even when the customer has been unwilling to share their DDL. My skill in understanding the bug and the fix has improved- like in 2 escalation cases I have reproduced the bug even when the customer could not share the DDL.

Dilip Kumar , Manager

4 - Exceeds Expectations

Beena successfully able to complete all the assigned work on time. In a short time she has gain expertise in table partitioning that helps her in timely resolving the escalations and completing the complex features in this area. She has positive and result driven attitude. Set well thought-out goals and continuously strive to achieve them.

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
Beena Emerson , Employee 4 - Exceeds Expectations	<p>I have worked on all escalations and escalation tickets on priority and have replied to the best of my knowledge by the time line required and have answered any follow up queries or issues as well.</p> <p>I have also successfully closed few escalations with my replies either by logging a bug ticket or providing proper explanation for the expected behaviors.</p>
Dilip Kumar , Manager 4 - Exceeds Expectations	<p>Beena is proactively picking the escalations specifically the issues related to the partitioning and promptly replying to them. Most of the time she is able to conclude the escalations by providing a clear explanation/work around/filing a bug. Beena is capable of independently solving the complex problems. She also works on customer focused bugs/feature requests which shows her customer focus.</p>

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
Beena Emerson , Employee 3 - Successful Performance	<p>I am fairly result oriented and persistent in trying to produce the output required well within the deadline.</p> <p>Especially seen with the sub partition numbers template, though there was a possibility of it spilling over to the next release cycle, I worked hard, resolved all comments, doing whatever is required to get it committed into v 13 release.</p>

Dilip Kumar , Manager

3 - Successful Performance

Beena is very result oriented and works across the team in getting the work done. She knows how to work in command and always works on the results. I have worked with Beena on many issue and she is very professional and passionate for achieving the results.

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

Beena Emerson , Employee

I was a speaker in Pgconf India and EDB Webinar.
I have published 3 blogs on the EDB website and addressed a total of 10 escalations.

Tasks I have worked on:
Three redwood compatibility features -
1. sub partitions number template: a project which was done from scratch to allow auto creation of hash partitions by just specifying a number.

2. split partition behavior: Traditionally, split partition would only create 1 sub partition in the two newly split partition. I updated it to be more redwood-like so that it imitated the parent partition structure within each of the

newly split partition.

3. dbms_output display: PPAS default output behavior was different from that of Oracle. Hence, a GUC was added so that those wanting strictly Redwood style output can set it before server start.

Few other works

>> Bug in drop trigger by name

We allow dropping trigger by name for redwood compatibility but all children of partition table have the same name and are dropped when the parent is dropped causing the command to throw error when it tries to drop trigger for child tables.

>> Execute empty statements in expired accounts

This was a customer escalation. Initially, we only allowed password change statement in expired accounts.

>> Crash in oci_link.

The list traversal method was updated on postgresql and so the code had to be changed to account for that.

I have also worked on few other bugs and reviews.

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

Beena Emerson , Employee

1. Versatility and Flexibility

I have handled work from different parts of code with ease. Worked with members across various teams like documentation and QA changing my style of communication so that they are able to follow what I have to say.

2. Determination

Even with a possibility of partitions number work spilling over to next release cycle, I have worked with determination and

successfully coded and addressed all comments to get it committed in time.

3. Enthusiasm

I can take in all comments and work on them without loss of enthusiasm, focusing on the goal at hand.

Dilip Kumar , Manager

NA

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

Required

Beena Emerson , Employee

We already have a good working relationship with proper support. I think a little more clarity on what more tasks is considered or what is expected of me in the future would be helpful.

Dilip Kumar , Manager

NA

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

Required

Beena Emerson , Employee

Since we will be in WFH mode for quite some time, how can we improve the experience as a team?

Dilip Kumar , Manager

NA

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

Beena Emerson , Employee

- A team activity that can help bond with the new joiners will help ensure better relationship with them.

- With the current WFH scenario, there should be some arrangement to ensure that work is ongoing till laptop is serviced. Sometimes it takes longer than a week.

- > a full remote setup which can be remotely accessed
- > easy access a temporary laptop.
- > Some tasks that need not require a setup.

Dilip Kumar , Manager

NA

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

Beena Emerson , Employee

n/a

Dilip Kumar , Manager

- Beena has handled many escalations related to the partitioning in last year, that shows her customer focus and which is utmost important for the organizational growth.
- Beena, has worked on many important patches and delivered them on time e.g.
 - a) sub partitions number template
 - b) split partition behavior
 - c) dbms_output display
- She has represented the company in Pgconf India by presenting a paper on partitioning and her talk was outstanding.
- She has written many blogs for EnterpriseDB and participated in EDB Webinar.

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

Beena Emerson , Employee

n/a

Dilip Kumar , Manager

- Outstanding verbal and written communication skills.
- She always does very detailed analysis before starting the work. Her analysis document and JIRA updates are very clear. Which makes it easy for others to understand the design early.
- She is very good team player and always ready to help others.

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

Required

Beena Emerson , Employee

n/a

Dilip Kumar , Manager

As Beena has gained deep knowledge on the partitioning, she needs to widen her knowledge and try to learn and get involved in other modules as well.

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

Dilip Kumar , Manager

Beena is very focused in her work and result oriented. For next level I wood like you to slowly widen your knowledge area and become expert in other modules as well.
