<https://www.vawizard.org/wiz-pdf/STAR_Method_Interviews.pdf>

<https://www.amazon.jobs/en/landing_pages/software-development-topics>

***Amazon interview 24th Oct 2019***

***Tell me about yourself***

***U mentioned u r curious about learning new tools/technology. What are u looking for in your next role?***

*Many products/advancements are being done which are changing the lifestyle. When the product is successful, company will grow and I also will grow along with the company. I am looking to be a part of building products which are useful to good number of people. I believe I will get such a opportunity with this company.*

***Give an example of a complex problem and how u solved it with a simple solution***

*Gave the answer of metadata driven rccl*

***Any additional complexity***

*SCD-2*

*Special characters, newline characters, date formats, unstructured data, data parsing issues etc*

*We had to address based on the type of each issue*

*event driven, realtime jobs, open source technologies etc*

***Give me an instance where you Exceeded expectations?***

*In Capital One, for some of our usecases we decided to go with Talend Tool.*

*Everyone was expecting that we should go with Enterprise Version.*

*I checked some of our usecases. Reached out to my Manager and showed my POC that for the usecases open source version would also work*

*My Manager was convinced and we went with Open source*

*This is one instance where I went beyond everyone’s expectations*

***Can you tell me about a time where you had significant unanticipated obstacles in achieving a key goal (*DELIVER RESULTS: Tell me about a time where you overcame an obstacle and delivered results.*)***

*There were instances like some of the design discussions were not finalized, dependent team tasks were not completed, bad data, source system data type changes, change in requirement*

*Had to stretch and complete the tasks within the deadline in such cases and may be if possible take comp off at another point of time.*

*Everyone recognized our hardwork. They gave us much bigger projects as a token for the hard work.*

***Novel approach to do a problem (solving the problem in a different way than others)***

***(Tell me a time when you created an innovative product.)***

*For the jobs to be scheduled, We were using a Scheduler, Manually UI Tasks needs to be created . This is taking up a long time if good number of tasks need to created. Once I had to create 40 tasks.*

*I thought this is manual work and there is a chance of error in case of distraction in concentration.*

*Everyone else was trying to create tasks using Dev Ops Processes which is taking a bit long.*

I explored and came across a concept of Metaservlet API call and was able to create a code to create tasks and that created tasks within a minute.

***Tell me about instance where you were working on smaller initiative and found a bigger scope. (* THINK BIG: *Tell me about a time when you proposed a new business. )***

*We were working on legacy system which had huge performance issues. We convinced the client to try Data Lake for one of the source system. As per your expectations, the performance was drastically increased and the client was convinced to give us all the source systems.*

*In the present project, Virgin Voyages initially thought not to go with bigdata env since they had a single ship.We were able to convince the client with benefits of Big Data Env with less expenses. Now they were very happy with decision taken then.*

*Here we were able to reduce the expenses for the client and since we did the datalake project for the first ship, we got the contract for the other ships and the project scope increased multiple times.*

***How did you handle conflict with your managers at your previous workplace?***

 I actively readjust my attitude during a conflict situation. This means that I strive to listen to the other person’s point of view without becoming defensive. I also attempt to move the confrontation to a private space to avoid further complications.”

I was working as a project manager on an IT project, and one technician was constantly late finishing tasks. When I approached him about it, he reacted defensively. I kept calm and acknowledged that the deadlines were challenging and asked how I could assist him in improving his performance. He calmed down and told me that he was involved in another project where he had to do tasks that were not in his job description. After a meeting with the other project manager, we came to a resolution that alleviated the technician’s workload. For the remainder of the project, the technician delivered great work.”

Data Modeler,Mapping /Design Documents

**Example:** “I***n some instances, I have felt it necessary***to voice my opinion when I disagreed with a boss, and it has actually proven to be constructive. For instance, a previous manager’s unfriendly behavior had a negative influence on my work, and I started losing motivation and job satisfaction***. Eventually I asked for a meeting and told him, in a calm and polite way, how I felt. To my surprise, he***told me he was ***having difficulty*** in his personal life and was not \_\_coping well. After that, he made an effort to be less critical, and I was more understanding.”

More Work, Discussed, Explained the compliactions, Also learnt the importance of delivery , convinced the client , delivered the project successfully. more resources

“When my boss suggested we change our sales pitch to new clients, we figured out what wasn’t working and created a new strategy together.”

***General Motors Recorded Interview 2020 Feb 2nd***

**Explain why your background and experience would be a good fit for this job.**

Few points of tell me about your self.(de,DWH, different data source, AZure) I am pretty interested to learn new technologies, take good aspects from them which would help the project speed and quality. With all this experience and skills, I feel I can be a good fit for this role.

**Tell us what has been your best work achievement to this point in your career. What made this achievement important? (*Walk us through a time when you helped a customer through a difficult process and what that looked like.*)**

*In my previous project , RCCL , it was migration project from Informatica to Azure Data lake, The code of informatica jobs can be provided as xml file . There was a product Metadata Bridge which converts informatica jobs to Talend jobs. There were about 2000 jobs. We thought*

*Metadata Bridge would convert all the jobs but for a good number jobs,metadata bridge was failing.*

*Completing 2000 jobs within available bandwidth & resources was very difficult. Everyone was under impression that project is lost*

*We kept trying different approaches of all these thoughts. Finally came up with metadatadriven framework with dynamic schema (Single Master job and a child job). Master job picks the metadata from a file where we have table name, sql query etc and supplies these values to the child jobs and child job will run in multiple instances (1 table per instance). Everyone liked this framework and because the performance of this source system turned very good, we got work for 20 more source systems and the scope of the project got increased 20 times more from the stage of loosing it totally.*

**Describe a difficult task you were faced with and how you addressed it?**

We have a requirement where we need to read data from ActiveMQ topic. This is a real time job and need to run continuously. But sometimes when server goes down or due to any issue, job will be down and messages broadcasted by the ActiveMQ Topic are lost.

Everyone was thinking multiple approaches increasing the servers,memory ,monitoring etc

If those messages are lost, customer who make the payment will not get confirmation and they will be panicked and we are going loose customers.

So I came up with durable subscribers approach, With this just in case if the consumers are down, the messages generated during this period will be saved and can be consumed by the consumers when they are up again.

This is one of the difficult task solved with a simple solution.

The present project which I work deals with building a datalake on AWS s3

There was a reporting requirement where they have provide data anlaysis between intervals of time (let’s say from 2005-10 product 1, person A, 2010-20 product 2) SCD type 2 . We are using Hive. Hive doesn’t support Update.

There were discussions to go with another database. But we want it in Hive because of the huge data to make use of Spark.

We searched within our organization, online forums etc but did not find any template

So we did a full join, compared the delta data with dim data and have overwritten the dim table with all the required scenarios (FI, IU, UU, NC, Hist)

This way we were able to achieve SCD-2 Type on Lake

There was a requirement to load data whenever a file is posted.

So 3 approaches

1. AWS Lambda
2. Unix Shell Script scheduled every 1 min
3. Kafka

***--------------------------------***

***OWNERSHIP: Give me a example of when you took a risk and it failed.***

"Probably the biggest risk I have taken was with a recent project where we developed a new feature that had not been used before either internally or externally. In doing so, it introduced a clear element of business risk to our project. We mitigated that risk by providing a baseline fallback position to which we could revert in the event of lack of user adoption. Yet the product launch went well and this was considered to be a leading edge feature for our company. I was even awarded the CEO Award for my role on this project…" ESB routes

“I was managing a project for one of our biggest clients in my previous company, and I was so eager to please them that I told them we could finish the project within 2 weeks. I thought this was doable, but it ended up taking 3 weeks and they were not happy. Looking back, I realized I should have been more conservative in my estimate to the client. I realized that a client isn’t going to be upset if you’re clear about the timeline in advance, but they are going to be disappointed if you promise something and then don’t deliver. So I took this experience and used it to become much better at managing expectations of clients during projects I oversee. For example, on the next project with a different client, I told them it’d take 4 weeks and we finished in 3. They were very happy about this.”

*There was a production issue. I thought to complete it by myself and did not give it to my offshore thinking I should give them KT to solve that particular issue which they were not aware of and that they are having other tasks as well which needs to be completed by sprint deadline.*

*One of servers was down and I could not complete the prod defect on time. I could have given KT and should have taken help from the team as well and help the team in other tasks*

ARE RIGHT, A LOT:*Tell me about a time when you observed two business*o*pportunities to improve ROI, and how did you determine that they were connected.*

**LEARN AND BE CURIOUS: *How do you find the time to stay inspired, acquire new knowledge, innovate in your work?***

*Let’s say I am doing a task in 1 hour. If by learning new knowledge, if I am able to complete the task in 30 min. That make my life easier. This makes me inspired to acquire knowledge and to think innovatively*

**HIRE AND DEVELOP THE BEST: *Tell me about a time when you had to deal with a poor performer on your team.***

*I would discuss with the person , know his thoughts on solving a problem ,give hints , ask him to learn something if he ia lacking expertise , help him complete a task*

**INSIST ON THE HIGHEST STANDARDS: *Tell me about a time when you could have stopped working but persisted.***

*There was a usecase where we had to move data from Kafka to Hive. I want to do that with Streaming job. But if I spend extra hours, I need extra time as that was never done before by anyone as per understanding. But Since we had a tight deadline, we had to go with a data Integration job.*

*Access keys*

**BIAS FOR ACTION: *Describe how you would handle a busy situation where three people are waiting for help from you*.**

Check with each person on each issue, See if any of them can be done by giving instructions to other person. If that is not possible, as per my ubderstanding then, would go with the one which has high priority. Will check with my Manager on priority of tasks, if he is available.

Hints, Based on priority, Toss, which complestes faster in case of equal priority

**FRUGALITY: *Tell me about a time where you thought of a clever new way to save money for the company.***

*We had a requirement for realtime jobs. So I suggested Kafka, Postgresql which are open source technologies and attunity in case of golden gate.*

*Open source Kafka, attunity, postgresql*

**EARN TRUST: *Tell me a time when you earned trust of a group.***

*We are using a Product and the client wants to change it. I was asked to handle this. I had a discussion with the client. Listened carefully their concerns and also ideas of enhancing it. I agreed to some of their concerns and I also conveyed them clearly why some of the aspects of existing product were good with clear examples. By the end of the discussion, client was convinced , they kept trust on us and wanted me to work with tem to enhance the applkication*

consistently making good decisions

* keeping commitments
* treating others and their ideas with respect
* adhering to high ethical standards
* admitting failures
* listening, communicating, and delegating to help employees get the right things done

*If I take my responsibility, I will strive to complete it*

*It was late and team was tired , I told I will talke document preparation, let the*

*I was last person to gove the demo for client.*

*Talend Metadata Bridge, Metadata driven*

**DIVE DEEP: *Tell me about a time when you had to dive deep into the data and the results you achieved.***

*Group Id, Sail Id. They were satisfied with my analysis*

**HAVE BACKBONE, DISAGREE AND COMMIT*: Tell me about the most difficult interaction you had at work.***

*Understand have to gain the confidence of the client. But more work committed. Requested for comp offs and other perks and got that completed*

*Datalake SCD-2*

Polling Script. *Metasevlet*

Tell me about a time when you were faced with a problem that had a number of possible solutions. What was the problem and how did you determine the course of action? What was the outcome of that choice?

* When did you take a risk, make a mistake, or fail? How did you respond, and how did you grow from that experience?
* Describe a time you took the lead on a project.
* What did you do when you needed to motivate a group of individuals or promote collaboration on a particular project?
* How have you leveraged data to develop a strategy?

<https://www.amazon.jobs/en/landing_pages/in-person-interview>

listen to previous interviews

performance tunning techniques in sql

explain plan , index seek, scan

Polling Script

Some of my major accomplishments

I’ve had a strong interest in this field for a long time. I’ve done a lot of research and learned as much as I can about it, and I’m eager to start contributing. I think my \_\_\_\_ skills could be particularly valuable to your team.

my proven ability to maintain strong interpersonal relationships with several clients. I

You should hire me for my passion and proven abilities

Step by step manner to achieve big things

Describe a difficult task you were faced with and how you addressed it.

Datalake - SCD-2

* Have you ever dealt with company policy you weren’t in agreement with? How?
* Have you gone above and beyond the call of duty? If so, how?
* Have you had to convince a team to work on a project they weren’t thrilled about? How did you do it?
* Give an example of how you’ve worked on a team.
* Have you handled a difficult situation with a co-worker? How?
* What do you do if you disagree with a co-worker?
* Share an example of how you were able to motivate employees or co-workers.
* What do you do if you disagree with your boss?
* Describe a stressful situation at work and how you handled it.
* Tell me about how you worked effectively under pressure.
* Describe a decision you made that was unpopular and how you handled implementing it.
* How did you handle meeting a tight deadline?
* What do you do when your schedule is interrupted? Give an example of how you handle it.
* Have you handled a difficult situation with a supervisor? How?
* Have you handled a difficult situation with another department? How?
* Have you handled a difficult situation with a client or vendor? How?
* Have you been in a situation where you didn’t have enough work to do?
* Have you ever made a mistake? How did you handle it?
* Did you ever postpone making a decision? Why?
* Did you ever not meet your goals? Why?
* Do you listen? Give an example of when you did or when you didn’t listen.
* *They had no budget, more skilled handcoders more costly , need to be provided.*
* *T: Find something where I can help my client to reduce their costs*
* *A:So suggested open source version of it.*
* *R: It saved them about 200k per annumm directly and indirectly much more the cost of programming resources*
* *In Capital One,*
* *There were many such. One recent one is I was just asked to add a field in one of the query . I see that the query was taking a long time to execute. I have gone through query and made changes to join conditions, removed unnecessary fields and tried querying it .*
* *Whenever a job fails, we get an alert that job is failed and to check the logs*

“In my previous work experience, my team and I have always tried to be prepared for any issues that may arise during the ETL process. Nevertheless, every once in a while, a problem will occur completely out of the blue. I remember when that happened while I was working for a franchise company. Its system required for data to be collected from various systems and locations. So, when one of the franchises changed their system without prior notification, this created quite a few loading issues for their store’s data. To deal with this issue, first I came up with a short-term solution to get the essential data into the company’s corporate wide-reporting system. Once I took care of that, I started developing a long-term solution to prevent such complications from happening again.”

Source System 🡪 JobServer 🡪 BLOB🡪 ADLS

*Our big problem was assuming that we would be able to get clean data from users. It’s one of my biggest takeaways from the experience: Never make assumptions about the data. I haven’t made that mistake again.*

*Learning new things simpilifies things. I want to do more things with less efforts. By Knowing and implementing them with ideas help the individual growth*

*Filter artifacts during the deployment process*

*Simple Things but yet makes the difference*

*I never stopped. But I will give my arguments for telling how sometimes I may be correct, sometimes the team might be correct*

**Question: How did you quickly earn your client’s trust?**

*Answer given by a Solutions Architect*

“One of the largest mass entertainment companies in North America purchased licenses for product X and signed a statement of work (SOW) for Professional Services for implementing the solution.

I was the architect and hands on technical resource for doing the migration. I created detailed standard operating procedures, end user training materials, and delivered end user trainings once the solution went live in production, even though these weren’t in the scope of the services SOW.

I was engaged in building the long-term deployment roadmap, working very closely with customer’s stakeholders. By demonstrating strong technical acumen and client-facing skills, I was able to earn trust in a short period of time. I quickly became part of the customer’s inner circle.

The solution was successfully deployed, and we went live with one of their key services in production. The initial SOW was for a three-month engagement, but we stayed with the customer for about two years delivering services. We were able to successfully expand the solution capabilities during that period, assisting the customer in further enhancing their security protocols.”

*In this story, notice how the solutions architect credits her “technical acumen and client-facing skills” for winning the customer over. But earlier in the story, she described how she had already demonstrated that she was willing to go above and beyond the requirements of the SOW to make the project successful. In other words, she set a higher standard for both herself and the project. This type of behavior will help you “Earn Trust” at Amazon.*

*Answer given by an Account Executive*

“One of the large full-service banks in North America had already purchased our product licenses to manage the company system permissions and user identity. Due to organizational changes, the new leadership team had decided to shop for alternative solutions, and compare/contrast all the functional/technical capabilities before finalizing a single solution. My accounts team brought me in to talk about the solution, and why it would be a good fit for this client.

As a first step, I flew to L.A. and conducted an all-day workshop with the key stakeholders to carefully listen to their concerns and reasons for the vendor solution review exercise, as well as to understand their business and the technical requirements. We had good discussions during this workshop. I told them that I agreed to some of the areas of improvements in our product and made a note of them for an internal product management team review. At the same time, I was candid in my feedback regarding some of the requirements and suggested alternative options to minimize operational overhead in the long run.

By the end of the day, the client wanted me to work with them in conducting a proof of concept (POC) in their environment. I believe listening attentively to the customer, speaking candidly and demonstrating sound technical and communication skills helped me in gaining trust in a short period of time. I was able to deliver the POC successfully and in turn signed a professional services SOW contract of about eight hundred thousand dollars.”

*After reading this story, return to the section above and read the “Earn Trust” principle again. I hope you can see that the story demonstrates the principle almost perfectly. Note in the story the emphasis on attentive listening. Note also how the person telling the story is will to admit that the product has faults. It’s easy to see why this person won the customer’s trust.*

*Folder creation in AWS s3*

*Automated Deployments.*

## How do you approach diversity in coworkers?

It is vital to celebrate diversity in the workplace. Most companies today feature a multi-cultural workforce that consists of people with different religions, political affiliations and beliefs, so an employee who accepts and aims to learn about differences in background is far more likely to make a great [team member](https://www.indeed.com/career-advice/career-development/teamwork-skills?from=careeradvice-US).

**Example:**“I love to inform myself about different cultures, opinions and perspectives. I deeply appreciate the beauty diversity brings to the world, and I am always seeking to learn more about how to inform myself about and support other communities.”

### Fostering relationships with colleagues

A “relationship” in this context does not necessarily mean friendship or closeness, but rather points to a mutual understanding in which members of a team agree upon roles and boundaries in the workplace. If you want to establish a professional relationship with a coworker, it can be beneficial to do so in a systematic way. You could call a meeting and discuss the following:

* What role each person has and what their respective responsibilities are
* Possible conflicts that may have taken place in the past, and how to best deal with issues going forward
* Rules with regard to meetings and email etiquette

### Communication is key

Many conflicts take place due to a lack of communication and understanding. For this reason, it is usually better to voice a difference in opinion immediately and in a civilized way, rather than allowing underlying resentment and anger to result in conflict.

### Learn to listen to coworkers

There is a difference between hearing what coworkers are saying and employing focused listening. The latter involves listening with intent, as well as interpreting non-verbal clues such as body language. If you learn to listen to people more closely, you will respond in a more understanding way. Coworkers are also likely to notice that you’re more receptive, which might change the way they listen to you in return. In such a working environment, it is more likely that conflict will either not arise or that it will be settled in a calm way.

### Act and react objectively in the work place

Although it is common for individuals to act in an emotional and subjective way, you should always strive to be as objective as possible in the workplace. Attempt to focus on a coworker’s behavior, as opposed to concentrating on aspects of their personality.

### Identify recurring conflict situations

If the same conflict repeatedly arises in the workplace, take steps to resolve the matter in an effective way. The best way to deal with such a situation is to identify the exact point of contention and calmly discuss possible resolutions.