

Employee Details

Employee Name : Srinivasa Rao Tummala
Employee Id : XY100031
Job Title : Tech Team Lead

Questions

1. What was your greatest accomplishment at work?



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :

One of my greatest accomplishments this year was leading a complex SQL Server upgradation. This involved Create/modifying the deployment pipeline. Additionally, despite being a DevOps task, the Artifactory (JFrog) SaaS migration was successfully finished.

2. What are your long-term career goals and how can the organization help you achieve them?



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :

My long-term career goal is to advance in data engineering, cloud technologies, and BI, ultimately transitioning into a senior leadership role. The organization can support me by offering challenging projects, and enabling mentorship opportunities to enhance my technical and leadership skills.

3. What is the biggest challenge you have faced in the last year? and how did you overcome it?



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :

Managing a deployment pipeline while moving the FDM SQL server from 2012 to 2019 was the most difficult task I completed this year. With little assistance from the DevOps and DBA teams, I looked for solutions on my own and succeeded beyond the obstacles.

4. Which aspect of your work do you like the most?




Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :

I most enjoy the problem-solving aspect of my work, especially when analyzing the issues and optimizing data processes. Tackling complex challenges allows me to apply my technical expertise creatively and continuously improve solutions. This, combined with mentoring team members and driving technical innovation, makes my role both fulfilling and impactful.


5. How could the management help you in your role?

 Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :
Management supported my role through offering training in developing technologies, encouraging cross-team interaction, and providing access to advanced tools and resources that improved productivity and solution quality.


6. What skills do you have that you believe we could use more effectively?

 Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :
I have strong skills in data engineering, SQL optimization, and Azure cloud technologies, which could be further leveraged in data projects.


7. What contribution have you made to the company/your team outside of client delivery?

 Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :
Outside of client delivery, I've contributed by mentoring team members, sharing best practices for coding and optimization, and Azure technologies.


8. In what ways do you think you could contribute more to the company/ your team?

 Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance :
I believe I could do more by taking an active position in technological strategy, particularly in defining best practices for Azure and BI solutions.

I. Knowledge and Skills:a) Job KnowledgePossesses and applies the necessary knowledge and mechanical skills for the position

 Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding
I have the necessary technical knowledge and skills for my role, including expertise in data engineering, SQL optimization, ETL processes, and Azure BI solutions, enabling me to efficiently design and implement solutions that align with project goals.

I. Knowledge and Skills: b) Professional Development Participates in training programs, takes advantage of other educational opportunities, and reads professional publications to stay current on new developments and method related to the position.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I regularly participate in training, pursue learning opportunities, and read industry publications to stay updated on new developments and methodologies relevant to my role.

II. Planning and Management:a) Delegating Responsibility: (if applicable)Delegates responsibility to subordinates, clearly explains work instructions, and follows plans.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I effectively delegate responsibilities to team members, provide clear work instructions, and ensure adherence to project plans.

II. Planning and Management:b) PlanningDemonstrates ability to estimate and schedule work activities effectively, arrange workload to resources available to get desired result, allows flexibility in planning to accommodate changing needs by adopting alternate plans.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I accurately estimate and schedule work activities, aligning workload with available resources to achieve desired results. I maintain flexibility in planning to adapt to changing needs.

II. Planning and Management:c) Problem SolvingDemonstrates ability to evaluate problems and situations calmly and identify problem areas which needs to be addressed.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I demonstrate the ability to assess problems and situations carefully, accurately identifying key areas that require attention and resolution.

II. Planning and Management:d) Time ManagementOrganize work to use time effectively and efficiently.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Meets Expectations

I organize my work to maximize time efficiency and productivity.

III. Performancea) Meeting Deadlines:Works effectively under heavy workload and meets agreed-upon, stated deadlines.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I work efficiently under a heavy workload and consistently meet agreed-upon deadlines. SQL upgradation and JFrog artifact migrations are the examples I have completed development successfully under pressure with proper planning.

III. Performanceb) Decision MakingDemonstrates effective decision-making skills. Makes Suggestions and demonstrates initiative in and demonstrates initiative in executing directed tasks.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Meets Expectations

I demonstrate effective decision-making skills, offer constructive suggestions, and take initiative in executing assigned tasks. During the SQL Server upgrade, I advised upgrading the existing SQL Server 2012 to the 2019 version.

III. Performancec) Following InstructionsFollows directions and asks questions as necessary to meet desired results.



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I follow directions carefully and ask questions when needed to ensure desired results are achieved. To achieve the intended results, understand the needs of the client and obtain clarity on any tasks.

III. Performanced) Goals and ObjectivesSets goals and objectives, consistent with company goals, and develops plans in correct with immediate supervisor to achieve the desired goals



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I set goals and objectives aligned with company priorities and collaborate with my supervisor to develop effective plans to achieve these targets.

IV. Communications and Customers Service:a) Oral Communications:Demonstrates effective oral Communication skills and conveys information in a clear and concise manner.



Srinivasa Rao Tummala


18-Nov-2024, 6:46 PM

Performance: Meets Expectations

I demonstrate strong oral communication skills, conveying information clearly and concisely.

IV. Communications and Customers Service:b) Written CommunicationDemonstrates effective written communication skills and conveys ideas and information in written format. Prepares and completes clearly written,

well-organized documents free of grammatical, punctuation, and spelling errors.




Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Meets Expectations

I demonstrate effective written communication skills, conveying ideas clearly and concisely. I have improved my communication skills.

IV. Communications and Customers Service:c) Peer RelationsCooperates with others to effectively accomplish work and maintain healthy working relationship; provides assistance and back-up when necessary.




Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I collaborate effectively with others to accomplish tasks and maintain positive working relationships, offering assistance and support when needed.

IV. Communications and Customers Service:d) Supervisory RelationsCooperate with immediate supervisor to accomplish work effectively and efficiently with immediate assistance.




Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I work closely with my immediate supervisor to accomplish tasks efficiently, providing and receiving assistance as needed to ensure successful outcomes.

V. Professional Conducta) Punctuality and Attendance:Always on time on work for Work, including meetings and conferences.




Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I am always punctual, consistently arriving on time for work, meetings.

V. Professional Conductb) AccountabilityAccepts responsibility for actions and accomplishments.




Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I take full responsibility for my actions and accomplishments, ensuring accountability in all tasks and project. I also demonstrated a commitment to teamwork and collaboration

V. Professional Conductc) Disciplinary Issues Adhering to the company policies



Srinivasa Rao Tummala

18-Nov-2024, 6:46 PM

Performance: Outstanding

I consistently adhere to company policies and maintain a high standard of professionalism in the workplace.