

# UNITEDHEALTH GROUP

## Common Review for SUKUMAR,KONDA

**Review Date:** February 16, 2020  
**Review Type:** Common Review

**Reviewer Type:** Self Review  
**Reviewer Name:** SUKUMAR,KONDA

<b>Current:</b>		<b>On Review Date:</b>	
<b>Segment:</b>	Optum Operations	<b>Segment:</b>	Optum Operations
<b>Division:</b>	OGS Technology Services	<b>Division:</b>	OGS Technology Services
<b>Job Title:</b>	Software Engineer	<b>Job Title:</b>	Software Engineer
<b>Grade:</b>	26	<b>Grade:</b>	26
<b>Manager Name:</b>	YADAV,SANTOSH KUMAR	<b>Manager Name:</b>	YADAV,SANTOSH KUMAR

### Performance Summary

Marginal

Effective

Outstanding

Not Applicable

### Business Goals

<b>Title</b>	<b>Goal Category:</b> Fundamental Execution	1	2	3	4	5	N/A
<b>Contribution to Devops, CI/CD adoption</b>							
<b>Description</b>							
"1. Successful Implementation of CICD Tools - (Sonarqube, Fortify Scan, Jenkins Delivery Pipeline, XLDeploy); For Mainframe - Topaz 2. Contribution towards learning and implementing Devops tools and Adherence to the process (White paper, Case Study Submission)"							
Goal - CICD Adoption Level L4 ATDD Implementation Regression hooked to Jenkins Pipeline Automation Level I3 (85%)							
<b>Comments</b>							

<b>Title</b>	<b>Goal Category:</b> Fundamental Execution	1	2	3	4	5	N/A
<b>Test Automation - Increase automation penetration and Reduce cycle time</b>							
<b>Description</b>							
. 30% reduction in Test Cycle time . ATDD L1-100%, L2-66% and L3-33% . > 60% In-Sprint Automation . >90% Regression Automation . >90% Test Only task automation							

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		Marginal	Effective	Outstanding	Not Applicable		
Business Goals							
Goal - L1-100%, L2-66%, L3-33%							
Comments							
Title	Goal Category: Fundamental Execution	1	2	3	4	5	N/A
Improve Quality - Reduce leaked defects							
Description							
10 - 12% decrease of # known defects knowingly leaked into production (from development) >15% - Exceeds							
Comments							
Title	Goal Category: Financial	1	2	3	4	5	N/A
Optimization and Innovation - \$ Savings (Showcase business value)							
Description							
1. Bright ideas - 2 ideas per year with successful implementation 2. Process improvements \$ savings 3. DTR's 4. Innovative ideas for process optimization							
Goal - Hard Dollar Savings - \$30K Per resource							
Comments							
Title	Goal Category: Fundamental Execution	1	2	3	4	5	N/A
Timely data Submission							
Description							
PPM Optics time entry, Timely Rally updates, Leaves updates, Learn source mandatory trainings, Management status reports etc. Scrum masters and leads to follow up							
Comments							

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	Marginal	Effective	Outstanding	Not Applicable
Business Goals				

Title	Goal Category:	1	2	3	4	5	N/A
Employee Engagement - Development	Fundamental Execution						
Description							
Members							
- Self Learning and apply in project; Showcase case studies							
- Identify skill gaps and update TNI survey							
- Conduct Application KTs (at least one in a quarter)							
- Relevant Certification							
- completion of OSFI Developer							
Eng. Leads n managers							
- Monthly 1-1 connect to review progress, learning needs etc							
- Accountability							
- Taking Action							
- Communication							
Comments							

	Marginal	Effective	Outstanding	Not Applicable
Values Based Competencies (if applicable)				

Title	1	2	3	4	5	N/A
Integrity Value: Act Ethically						
Description						
- Demonstrate Integrity						
- Comply with Applicable Laws, Regulations and Policies						
Trust is fundamental to our mission. We make honest commitments. We never compromise ethics. We must diligently work to ensure that integrity is at the core of everything we do. We speak the truth. We deliver on our promises and honor our commitments. We acknowledge mistakes and quickly address them.						

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	Marginal	Effective	Outstanding	Not Applicable
Values Based Competencies (if applicable)				

We are known for living up to the highest standards of ethical behavior and for complying with all applicable laws and regulations.

Title	1	2	3	4	5	N/A
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**Compassion Value: Focus on Customers**

## Description

- Identify and Exceed Customer Expectations
- Improve the Customer Experience

As individuals and as an organization, we take an active interest in the lives of others. We consistently strive to walk in the shoes of those we serve, and of one another. We actively listen to fully understand and genuinely empathize with other perspectives. Our compassionate focus on customers shows that we understand and identify with their needs.

Title	1	2	3	4	5	N/A
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**Relationship Value: Act as a Team Player**

## Description

- Collaborate with Others
- Demonstrate Diversity Awareness
- Learn and Develop

Our mission requires trust throughout our global enterprise. We build that trust through collaboration when making decisions, taking action and finding solutions. We approach all people with respect, humility, confidence and energy. Because we depend on one another, we actively engage with each other to share information and ideas. We authentically confront issues and constructively resolve differences. We recognize that diversity and respect bring us together and make us more effective as individuals and team members.

Title	1	2	3	4	5	N/A
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**Relationship Value: Communicate Effectively**

## Description

- Speak and Write Clearly
- Listen Actively
- Influence Others

Because we work in highly diverse, complex, multi-functional teams, we're at our best when we build relationships in ways that create trust. As we engage with one another to build and maintain productive relationships, we need to continually share information, ideas and resources within and across teams. Regardless of the pace, intensity or urgency we may encounter in specific situations, we always communicate with respect and humility as well as confidence and energy. We confront issues, not people.

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	Marginal	Effective	Outstanding	Not Applicable		
<b>Values Based Competencies (if applicable)</b>						
<b>Title</b>	1	2	3	4	5	N/A
<b>Innovation Value: Support Change and Innovation</b>						
<b>Description</b>						
<ul style="list-style-type: none"><li>- Work Effectively in a Changing Environment</li><li>- Contribute Innovative Ideas</li></ul> <p>Our success within a dynamic and fast-paced marketplace depends on our ability to invent the future as we learn from the past. It requires an innovative mind-set that involves respectfully challenging the way things are done as well as having the curiosity and courage to develop new ideas. We are curious and not afraid to fail in honest efforts to focus on practical and purposeful innovation that builds value. We recognize the impact that innovation has beyond our products or services, and how it can enhance the way we conduct business. It helps create positive, practical change to best serve our mission of helping people lead healthier lives.</p>						
<b>Title</b>	1	2	3	4	5	N/A
<b>Performance Value: Make Fact Based Decisions</b>						
<b>Description</b>						
<ul style="list-style-type: none"><li>- Use Sound Judgment</li><li>- Apply Business Knowledge</li></ul> <p>We are committed to deliver and demonstrate excellence in everything we do. We constantly strive for, and achieve, excellence in the decisions we make and the solutions we create. We are accountable for delivering high-quality results and making a difference. We constantly focus on cultivating and developing our business knowledge and judgment.</p>						
<b>Title</b>	1	2	3	4	5	N/A
<b>Performance Value: Deliver Quality Results</b>						
<b>Description</b>						
<ul style="list-style-type: none"><li>- Drive for Results</li><li>- Manage Time Effectively</li><li>- Produce High-Quality Work</li></ul> <p>We are accountable and responsible for consistently delivering high-quality results that have a positive impact on our business. We establish and achieve challenging objectives and goals. We constantly strive to improve our business outcomes in all key performance areas, and understand that clear direction, high self-awareness and constant feedback help foster exceptional performance. We consistently focus on demonstrating operational excellence, clear communication and effectively managing priorities to achieve business success.</p>						

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## Values Based Competency Comments (if applicable)

## Evaluation Summary

Needs  
Improvement

Meets  
Expectations

Exceeds  
Expectations

1

2

3

4

5

Gained hands on experience in RPA tools like Uipath and Automation anywhere Tools.  
Gained some knowledge on shell script and spark for automation.  
Performing In-sprint automation in every sprint and reducing the manual effort.  
Creating the reusable automation scripts.  
Delivering task in time within the sprint along automation scripts.

## Development Focus

## Strengths

### In task completion

Good time and plan execution

### Good communication with people

In touch with onshore and offshore people in different locations

### Automation Skills

Ex: Selenium, UFT, VB macros, Uipath , Work fusion ,Automation anywhere, spark and Shell script

### Quick learning

New Automation Tools

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## Area For Improvement

Need to focus on ML/AI

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Need to focus on Kafka ,Splunk tools

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