

# UNITEDHEALTH GROUP

## Common Review for PANWAR,NISHA

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

Reviewer Type: Self Review  
Reviewer Name: PANWAR,NISHA

Current:		On Review Date:	
Segment:	Optum Operations	Segment:	Optum Operations
Division:	OGS Technology Services	Division:	OGS Technology Services
Job Title:	Assoc Software Engineer II	Job Title:	Assoc Software Engineer II
Grade:	25	Grade:	25
Manager Name:	YADAV,SANTOSH KUMAR	Manager Name:	YADAV,SANTOSH KUMAR

### Performance Summary

Marginal

Effective

Outstanding

Not Applicable

### Business Goals

Title	Goal Category: Fundamental Execution	1	2	3	4	5	N/A
Operational Discipline - UHOne							
Description	<div>1. Demonstration of accountability in resolving issues, proactively contributing to the service improvements by uncovering potential issues/risks etc.</div> <div>2. 100% Compliance to all mandatory training/Certifications including developmcent plans.</div> <div>3. Timely reporting in PPM Optics with 0 Non Compliance.</div> <div>4. Timely status reporting &amp; Timely escalation of issues.</div> <div>5. Work from Home only after prior approval from Manager as Co-location agenda required teams operating same location.</div>						
Comments	<div>1.I took an initiative to provide the solution for most of the issue or risk.</div> <div>2.Yes, Mandatory training is completed.</div> <div>3.PPM Optics is usually completed by end of week. so that 0 non compliance can be achieved.</div> <div>4.Timely escalating an issue so that it wont affect from business prospective.</div> <div>5. I always take an prior approval from manager before taking WFH.</div>						

Title	Goal Category: Fundamental Execution	1	2	3	4	5	N/A
Delivery Transformation - UHOne							
Description	<div>1. On Time delivery of all the deliverables with zero quality issues. Zero defect slippages (do it right first time) / Defect removal efficiency / Defect Density.</div> <div>2. 100% adherence to security compliance standards (unless exception approved). Security vulnerabilities (Fortify Scan) remediation before the production</div>						

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## Business Goals

release.

3. Contribution to achieve Time to Build and Time to Value (TTV) Improvement by 50%.
4. Ensure detailed/clear acceptance criteria in the User stories to avoid any production issues leading from requirement gaps.
5. Demonstrate 10% productivity improvement- Leverage Dev Ops culture and practices
6. Innovation / Creativity - Identify & implement Bright ideas in terms of automation or process improvement which can create business savings of at least \$50,000/year
7. QE to achieve 100% in sprint Test automation and no manual test execution
8. Developers to create/leverage at least 1 generic modular component/quarter which can be reused by other teams.
9. Ensure the performance of the processes developed, ensure coding standards are adhered to.
10. Optimization & Modernization - Focus on Open source adoption, new technology adoption leading to enhanced business value, decommissioning old technology, Batch Process Improvements etc. as applicable respective areas.
11. Number of Production issues in YTD 2019 <2

## Comments

1. I followed best practices approach so that zero defect can be achieved.
2. I agreed to adhere to the security so i always keep monitor that i am not breaching any security while working.
3. I do follow all instruction provided by Dev Ops team so that most be problem can be solved by myself.
4. I always go through the user stories and acceptance criterai follwed by discussion with lead and team mate, so that no confusion occur while developing api.
5. As far as coding standard concern , I always go through all the checklist. So that we keep adhere to the company features and guidelines. Hence I keep track myself to follow all procedure so that no documents can be missed.
6. I do follow a step that whatever i am coding it has to be optimized .

Title	Goal Category:	Vital Assets/People	1	2	3	4	5	N/A
Enhance the competencies - UHOne								
Description								
<ol style="list-style-type: none"><li>1. All QA must convert to SDET By Year End</li><li>2. All Dev/SA to be Full Stack and be proficient in Talend and Mule to support any work.</li><li>3. Flexibility for role reversal on need basis to improve the team's overall competencies and expertise.</li><li>4. Developer and SA should be able to design, develop and deploy the work independently (End to End)</li><li>5. Gain expertise in at least 2 functional modules in Facets.</li><li>6. Attend at least 2 Domain trainings/year to enhance business knowledge.</li><li>7. Mentoring and assisting other team members to enhance their technical and functional skills. Minimum 1 webinar and knowledge sharing sessions or other means.</li></ol>								
Comments								
<ol style="list-style-type: none"><li>1. As far As Talend work concern , i an trying to be proficient and taking help from other talend developer. though i am already working on mule project.</li><li>2. I design develop the code and do test on every environment that it must work upon.</li><li>3. I am currently providing KT on mule to my other team member. And i am also taking KT on talend from them as well.</li><li>4. I am trying to learn how business run though i am going by facets knowldege.</li></ol>								

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		Marginal	Effective	Outstanding	Not Applicable		
Business Goals							
Title	Goal Category: Customer/Provider	1	2	3	4	5	N/A
Improve Customer Satisfaction - UHOne							
Description							
<ol style="list-style-type: none"><li>1. Collaboration and Relationship building within and across different teams.</li><li>2. Develop and Demonstrate of your understanding of customer and the business needs by working closely with Capability Owners and business e.g Work closely with Business to have clear acceptance criteria.</li><li>3. Responsiveness to the customer requirements - 100% timely responses with no follow up or escalation.</li><li>4. Create solution which can improve the consumer experience.</li></ol>							
Comments							
<ol style="list-style-type: none"><li>1. As per my opinion, I always look for an opportunity to have an interaction with customer for our business needs. It helps me to understand overall functional requirement and practical use case of their product. It tends me to have better approach while developing or designing of overall product.</li><li>2. I do maintain strong relationship withing across the different teams as it is beneficial to me, They tend to help me to understand business logic and help me to provide a better solution and approach.</li></ol>							

		Marginal	Effective	Outstanding	Not Applicable		
Values Based Competencies (if applicable)							
Title		1	2	3	4	5	N/A
Integrity Value: Act Ethically							
Description							
<ul style="list-style-type: none"><li>- Demonstrate Integrity</li><li>- Comply with Applicable Laws, Regulations and Policies</li></ul> <p>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. We are known for living up to the highest standards of ethical behavior and for complying with all applicable laws and regulations.</p>							
Title		1	2	3	4	5	N/A

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## Values Based Competencies (if applicable)

### 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

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4

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N/A

### 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

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N/A

### 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.

Title

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N/A

### Innovation Value: Support Change and Innovation

#### Description

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## Values Based Competencies (if applicable)

- Work Effectively in a Changing Environment
- Contribute Innovative Ideas

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.

**Title**

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N/A

**Performance Value: Make Fact Based Decisions**

**Description**

- Use Sound Judgment
- Apply Business Knowledge

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.

**Title**

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N/A

**Performance Value: Deliver Quality Results**

**Description**

- Drive for Results
- Manage Time Effectively
- Produce High-Quality Work

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.

## Values Based Competency Comments (if applicable)

Self motivating and keep driving my self to achieve my goals and assigned task, implementing new things and keep learning new technologies which is definitely help me ,my team , my project and my organization.

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Needs  
Improvement

Meets  
Expectations

Exceeds  
Expectations

## Evaluation Summary

1

2

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4

5

I had worked more enthusiastically on various aspects or feature of our product. I give my 100% efforts to deliver it within a stipulated time. I always prefer to have an analysis on assigned user stories and then look forward to start implementing it. So that zero defect can be achieved and quality of a product is maintained.  
I believe in learning new skills which not only helps me to complete task in more efficient manner and but also new things can be implemented on project along with it..  
I am more flexible when it comes to work and project needs. I do have a great peer to peer interaction which is beneficiary not only for project but also for self growth.

## Development Focus

### Strengths

#### Discuss my task prior of Analysis and developing

I do discuss my task with my colleague before starting my work. i do analysis before developing .

#### Keen to learn new Technology

I do believing in learning new technology as per project need.

#### Peer to Peer Interaction

I have great inter team interaction as it is much beneficiary to me.

## Area For Improvement

#### Understanding Business Need

I am working hard to know actual business logic and its flow.

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## **Working on Adapting New Tech like Talend, Facets.**

Learning new tech which will help me to grow professionally

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## **Wokring on Communication Skill**

Improving my communication skill

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