

Compensation & Performance at Optum India

At Optum India, our compensation and performance processes are designed to recognize employee contributions and align with business goals. We ensure transparency, fairness, and consistency in performance evaluations, salary increments, and promotions. Below is a list of frequently asked questions to help you better understand the policies.

Frequently Asked Questions (FAQ)

What is the annual performance review cycle timeline?

The annual performance review cycle at Optum India typically runs from January to March. Employees complete self-assessments in January, followed by manager evaluations in February. Final calibration sessions are completed in March, with communication of results by early April.

How is my annual salary increment calculated?

Annual salary increments are based on individual performance ratings, market benchmarks, and business performance. High performers may receive higher increments compared to average performers. The increment percentage varies each year and is communicated during the compensation discussion in April.

When are promotions typically announced?

Promotions are generally announced during the annual compensation cycle in April, aligned with performance outcomes and role availability. In certain cases, off-cycle promotions may also occur based on business needs.

What are the different performance ratings and what do they mean?

Performance ratings typically fall into categories such as 'Exceeds Expectations', 'Meets Expectations', and 'Needs Improvement'. - Exceeds Expectations: Consistently delivers beyond set goals and demonstrates leadership potential. - Meets Expectations: Successfully achieves assigned objectives with consistent performance. - Needs Improvement: Performance does not fully meet required standards; additional support and development are provided.