

Compensation & Performance

At Optum India, our compensation and performance processes are designed to recognize employee contributions, ensure fairness, and align with business and tax norms in India. Below is the detailed policy and FAQ.

FAQ:

Q: What is the annual performance review cycle timeline?

A: The annual performance review cycle typically runs from January to March. Employees submit self-assessments in January, managers complete evaluations in February, followed by a calibration process in March. Results and ratings are communicated in early April.

Q: How is my annual salary increment calculated?

A: Salary increments are based on your performance rating, internal pay band, market benchmarking, and the company's financial performance. High performers usually receive higher increment percentages. The final increment decision is made during the compensation review (around April), after calibration across teams.

Q: When are promotions typically announced?

A: Promotions are generally announced during the annual compensation cycle in April, aligned with performance outcomes and role availability. In exceptional cases (business needs or critical roles), off-cycle promotions may be made at other times of the year.

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

A: Typical performance ratings include: "Exceeds Expectations" (outstanding contributions beyond goals), "Meets Expectations" (solid delivery of assigned goals), "Needs Improvement" (performance below expectations; development plan required). Some organizations also include "Significantly Exceeds" or "Unacceptable" categories.