

HUMAN RESOURCES PROFESSIONAL**Start-ups | Turnarounds | Acquisitions | Problem Solving Approach**

Strategic HR Leader transforming business vision into high-impact HR Programs and initiatives for enhanced employee performance, profitability, growth, and engagement. Seasoned HR Professional in developing and administering human resource programs and process.

Professional Skills**HR Best Practices**

HR Policy & Process Design

HR Statutory Compliance

Benefits Program Management

HR Analytics

Change Management

HRIS Technology

On-boarding Program

Employee Wellness

Performance Management

Talent Acquisition

HR Operations / Shared Services

Payroll / Audit Management

Insurance / Employee Assistance Program

People / Project / Vendor Management

Professional Summary

- Manage full-cycle recruitment across functions and levels, working with leaders, partners to hire best in class talent
- Program manage and design the Implementation and stabilization of various HRIS Technology and Operations strategy for entire worker life cycle (on-boarding to exit) like PeopleSoft, Workday, Oracle Fusion, Virtual Edge, ADP, Xactly and other technology solutions spread across spectrum of core HR areas globally (Employees Impacted / Managed: 500 to 80K) which improved employee data, experience, reporting and streamlining day to day HR functioning
- Employee Wellness, Cohort and Leader Connects, Performance Review, Engagement, Query Management and Grievance
- Good communication (communicate at all levels), Data Driven Approach, interpersonal, co-ordination and presentation skills

Work Experience**Netskope, Bengaluru****Dec-2021 to Current: Manager, People Analytics | HR Operations - Global HR Programs & India Site Ops**

- Develop People Dashboards, Reports, Story Communication, insights, and strategic decision support.
- Streamline HR Operating Model, defining areas of responsibility, transition and stabilize Workday system
- Involved in M&A initial analysis through due diligence and subsequent integration
- Program Manage the Performance Cycle (Evaluation Process, Designing Review Questions, Enablement Sessions, System Configuration, Communication)
- India Site Ops - Manage Benefits & Wellness Administration, Vendor Management, India Payroll, Background Verification, Employee Life Cycle, Audits, Employee Engagement

Diabsolut Inc, Bengaluru**Aug-2021 to Nov-2021: Manager - Center of Excellence**

- Set up policies and process to manage employee life cycle and statutory compliance to manage regional offices
- Managing the remote onboarding for new employees in countries / region until legal entity is established
- Streamline payroll process to ensure smooth functioning of payouts

ZestMoney, Bengaluru**Aug-2020 to Aug-2021: Manager, HR Operations**

- Policy framework: build and implement policies in line with organization and statutory compliance requirements
- Manage recruitment across functions to hire best in class talent (Leveraged LinkedIn and Naukri for hiring across levels)
- Streamline Probation Process (framework for managers to evaluate first 90 days and probation process), Performance Evaluation (framework for managers to evaluate the performance of employees)
- Exit Interview (gather information and develop patterns on employees exit), Hiring Process (Involved in hiring decisions to evaluate candidates from junior to mid-management level for fitment to organization)
- Streamline the complete BGV (Background Verification) process to ensure verifications from ISO 27001 standards
- Program Manage the implementation of HR Systems that caters to employee life cycle, HR Statutory Compliance, POSH, HR Operations

NextGen Healthcare, Bengaluru**April-2019 to March-2020: Senior Specialist II**

- Strategize the roadmap for HR Technology covering employee life cycle (Recruitment, On-boarding, Core HR, Performance Management, Payroll, HR Statutory, Compliance and Exit)
- Played a pivotal role in evaluating and deciding on HR systems (Darwinbox) to be implemented and mapping business processes and workflows covering employee life cycle
- Manage the Performance Management Cycle: Working with stakeholders (HRBP, Managers) to ensure seamless Performance Cycle via building reports for HRBPs and Managers on progress, pro-active communication to all stakeholders
- Work with HR Leaders on defining and creating monthly reports and dashboards and ad-hoc reporting

- Evaluated and decided on Background Check (BGC) Vendors, seamlessly on-board new vendors and process for BGC
- Manage and optimize day to day HR Operations, On-boarding, Wellness and Benefit Programs (Insurance Process (Health and Term Life Insurance) and Vendor Management, Employee Assistance Programs (EAP)), Payroll, HR Statutory Compliance

GOLDMAN SACHS, Bengaluru

October-2015 to March-2019: Associate

- Implementation of core HR systems using Oracle Fusion and other technology solutions like recruitment (ATS) covering entire worker life cycle globally
- Fit gap analysis for new systems, Data Conversion Strategy, Integration Strategy, User Acceptance Testing, HR Service and Operations Delivery Strategy, functional specification documentation and business requirement documents
- Created Human Resource portal for employees/managers like "One Stop Shop" for all their HR needs and defined reports to monitor utilization
- Recruitment Operations: Automation of interview and offer approval process which begins at point of requisition level and ends with offer extension for the selected candidates
- Process Optimization: Re-organization process, Year-End Compensation which reduced the people utilization (FTE) by 80% and Operational Risk by 90%

INFORMATICA, Bengaluru

January-2014 to October-2015: HR Data Analyst

- Set up HR Operations team in Informatica Bengaluru and drive HR processes and programs (employee on-boarding to exit) with Workday, ADP, Xactly and other auxiliary systems
- Worked on Workday Business Process, EIB's, Configuration, Time tracking and Security
- Process Optimization: Understand business process and bring in efficiency by reengineering, eliminating redundant steps
- Provide insights on people metrics, reporting and human capital analytics to HR Leaders via monthly reports
- Assist the Operations team, role holders (recruitment, business partners, compensation, payroll), business users (line managers, senior managers) on using Workday and other HR related applications
- System Testing and preparing system (communications, impacts, roll-back strategy, business continuity plan) during all Workday system and other system upgrades
- Post Go-Live checkouts, manage systems till steady state, lessons learnt (retrospection) and best practices

DELL, Bengaluru

December-2010 to January-2014: HR Services Sr. Associate

From Dec'10 to Mar'12 was part of Dell as a consultant (non-employee) and from Mar'12 was full-time employed with Dell. So all my work experience is for Dell.

PeopleSoft Data Migration Management

- HR Data Management and Migration of HR Data from Legacy Systems to PeopleSoft 9.1
- Plan, manage and supervise all data management operations and data analysis reports of the organization
- Ensuring efficient coordination and communication between cross-functional teams

GIA (Global Incentive Awards – Company's Annual Bonus Payout Program)

- 60K employee's bonus processed with 99.9% accuracy.

PeopleSoft Data Management

- Responsible for HR Data Management, Org Maintenance (Reporting Relationship) activities like handling complicated cases of re-organizations, Org Tree Management
- Responsible for working on set-up level tables in PeopleSoft and CRM Admin management
- HR System Security access from a SOX compliance standpoint.
- Customer centric approach (Have received appreciations from various customers for outstanding customer experience)

Achievements

- Recipient of Gold Award for providing excellent HR Operations set up and Xactly transition at Informatica
- Recipient of Bronze awards for great customer support at Informatica
- Received Bronze award and On the Spot Award for my performance at DELL
- Conducting employee engagement activities
- Member of Community Team Works within Goldman Sachs (CSR Initiatives) wherein we work in partnership with local non-profit organizations on team-based volunteer projects to help them achieve their mission
- Support and participate in Blood donation camp held at DELL and College

Academics

Engineering from Gogte Institute of Technology affiliated to Visvesvaraya Technological University in 2010

Personal Details

Languages known - English, Hindi, Kannada, Marathi and Telugu