

Payal Thakkar

Manager-Human Resources

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A result oriented HR professional with a decade of passion to strategize, create and deploy process that adds value to the business. Proficient at managing multiple stakeholders and anchoring people initiatives. Expertise in talent acquisition, onboarding, talent management, employee life-cycle management, employee engagement & welfare, payroll, and performance management & compliance.

Currently, spearheading HR portfolio of customers spanning geo-regions of America, Europe, Middle-east & Africa. Driving real-time initiatives in Diversity, Inclusion, CSR & Sustainability.

Skills

Induction, Onboarding, Training & Development		Advanced
Employee Engagement		Upper intermediate
Talent & Workforce Management		Advanced
Performance Management & Career progression		Upper intermediate
Customer & vendor management		Upper intermediate
Rewards & Recognition		Upper intermediate
HR dashboard using Google Analytics & Power BI		Upper intermediate
Statutory Compliance, OD changes, Policy refresher & amendments		Upper intermediate
Team Management		Upper intermediate

Work History

2021-03 -
Current

Manager-HRBP

Tech Mahindra , Bengaluru

- Employee lifecycle management for **EMEA& America** with **HC -4500 employees**.
- Partnering with business leaders for strategic engagement initiatives & **cross functional team connect**.
- **Established Selection matrix** & choosing cost effective recruitment channel.
- Adept in fulfillment for captive and non-captive accounts.

- Evangelized **HR policies & implementing OD changes** based on employee and business & organizational needs.
- **Increased cost optimization** through attrition & retention strategies **Q2- 10mn.**
- **Operations & skilling initiative** -HRIS & SKU management.
- **Employee engagement/employee experience creation** through initiatives on diversity, inclusion, CSR and sustainability, conducting Fun @ Work, career counselling and roadmap, YourDost, WoW, NXT.NOW, AWT, Xclusives(top performers), UVO program.
- **Rewards & Recognition Management -100%** Kudos, budget utilization for the FY-22-23.
- Organizing the connect activities with leaderships on business & HR updates like **one -ones/ Skip Level Meetings/ Floor Walks/ Project Meets/ Open Houses/AHM/Townhalls.**
- **PMS (Performance Management), grievance handling & redressal.**
- Closely working with business leaders on **performance improvement plan (PIP).**
- Formulating **HR dashboard** with analytics and demographics to leadership using Power BI & Google analytics.
- Driving **talent management & bench optimization** and attracting the best in-house talent by **unit branding -SKU mapping & Talex.**
- **Brainstorming on RISE refresh** vision, mission & values/purpose chain creation & other change interventions for Mahindra group.

2019-04 -
2021-03

Account Manager

Artech Infosystems Pvt. Ltd. , Bengaluru

2013-07 -
2017-03

Associate Manager-Talent/Work Force Mangagement

Tech Mahindra , Bengaluru

2011-11 -
2013-06

Sales Operations, Business Development, Training & Development Coordinator/Pp/Project Manager

Tech Mahindra , Bengaluru

2010-04 -
2011-11

Learning Officer/Training Specialist

Tech Mahindra , Chennai

2008-07 -
2010-03

Project Management Officer

Tech Mahindra , Hyderabad

Achievements

- In a span of 3 years in Tech Mahindra, awarded "**Pat on the Back**", "**Standing ovation**" & "**Best team award**"
- Recipient of **BRAVO award** in 2010 for the Learning officer role.
- Awarded "**Pat on the back**" every consecutive year for the best performance 2008-2017 in excellence in **Resource fulfillment, T&D and Sales ops Business Development** roles.
- Awarded "**Pat on the Back**" 2008-2017 for the excellence in "Training & Development, Sales Operations & Resourcing Manager's" role.

- Recipient of **BRAVO** award 2010 for the excellent performance as Learning Support Specialist.
- Pre-placement offered by **Infosys BPO ltd** on the completing of Internship project in May, 2007.
- Awarded as "**BEST STUDENT**" in "Gandhe's Commerce Classes" in February, 2005.
- Distinction of being **awarded merit scholarship** from IBS, Bangalore for outstanding academic performance in the second semester in May 2007.
- Enormous awards for **singing, dancing and other extra curricular activities.**

Education

2006-05 - 2008-03	PGDBM ICFAI Business School, Bangalore
2003-03 - 2005-03	Bachelor of Commerce L.A.D. College, Nagpur