

SHYAM KUMAR

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In quest of Workforce Engagement Operations.

Industry Preference: IT Software, Banking, Financial Services & Consulting

Preferred Location: Bengaluru, Pune, Hyderabad and Chennai

Workforce Engagement:

A dynamic contributor with 11+ years of experience in Global corporate engagement spanning multiple countries India, UK and Malta, I am passionate about recognizing and rewarding employee for achieving objective based success leader at the forefront of the insight and change using analytics and technology for growing trend of the employee engagement.

- ⇒ Innovation and Change Strategy
- ⇒ Robust Operational Communication
- ⇒ Development of comprehensive workforce Analytics
- ⇒ Operational Reporting – **HR Compliance** and **Ad-hoc reports**
- ⇒ Adroit in preparing **HR Budget, Business Plans**, Internal Projections/Forecast & Reporting

PROFICIENCY FORTE

Workforce Engagement	Change Management, Global Business Acumen, People Development
Compliance Management	HR Compliance, Attrition, Payroll and Legal
Human Resource Systems	Resource Planning, Recruitment, Policy, Training and Benefits

OCCUPATIONAL CONTOUR**April 2015 to till date**

REALBRIDGE e-Marketing Solutions Pvt. Ltd, Bengaluru.

Workforce Manager**Key Responsibility:**

- ⇒ Develop measurement and evaluation tools and **dashboards**
- ⇒ Manage a range of Global and Domestic communications programs/initiatives
- ⇒ Develop methods for supporting **Innovation** and change
- ⇒ Develop and lead feedback **loops** for Global Leadership business - **UK & Malta** gaming sectors
- ⇒ Provide strong leadership in coordination for **Global Communications**
- ⇒ Develop communication methods Product strategies and performance
- ⇒ Knowledge tool for continually identifying areas for improvement
- ⇒ Works closely with the REALBRIDGE's Leader to execute large-scale internal leadership
- ⇒ People, change and program management experience
- ⇒ Change management: Provide tactical guidance to realize the REALBRIDGE's vision
- ⇒ **Global business acumen**: Demonstrate knowledge, skills and global business
- ⇒ Business communications and engagement programs
- ⇒ Descriptive Analytics: **HR Data analysis & preparation**
- ⇒ Statistical Analytics: **Trend analysis, Organizational Capabilities, decision trees etc.**
- ⇒ Managing reporting tools and query capabilities
- ⇒ REALBRIDGE HR's strategy reporting; including **metrics** and **analytics**
- ⇒ Business development of existing and new solutions
- ⇒ Talent Development and Opportunity within
- ⇒ Manage communication, carrying out 1:1, Performance reviews and Face to Face program activity
- ⇒ Cross function on ad-hoc reports - Payroll, Finance, Legal & Accounts Payable
- ⇒ **Compliance Management**: Contract Management, Payment Terms, Service Agreement & Notices
- ⇒ Supporting/organizing large scale events
- ⇒ Manage Reward and recognition

OCCUPATIONAL CONTOUR**June 2009 to till date**

REALBRIDGE e-Marketing Solutions Pvt. Ltd, Bengaluru.

HR Expert**Key Responsibility:**

- ⇒ Recruitment, Screening, Selection and Appointment

- ⇒ UK & India Payroll & Compliance
- ⇒ Implementation of HR, Admin, Finance and IT systems and policies
- ⇒ **HR Induction**, portal access and HR policies facilitation
- ⇒ **MIS reporting** – Development & process of operation reports
- ⇒ Manage Social Media Profile for Employer/Employee Engagement (Facebook and Instagram)
- ⇒ Executive development through **Training and Development**
- ⇒ Transition and development of HR Process to India from UK (June 2010 to October 2010)
- ⇒ Implementation and handling **Performance Management system** - Appraisals and KPIs
- ⇒ Reporting on the Benefits and Compensation as per the performance KPIs
- ⇒ Development of **PIP & Appraisal Model**
- ⇒ Reporting on the employer value proposition and attrition
- ⇒ Implementation workplace and employee safety measures
- ⇒ Negotiations on Pre & post offer, **Full & Final Settlement**
- ⇒ Planning and development of employee engagement and retention program
- ⇒ Employee background verification
- ⇒ Organizing -Intra Team Activities (Celebrations, Fun Activity, CSR Events & Team Outing)
- ⇒ Manage Internal Event which includes Campaign, Cross Team interactions and Merchandise

OCCUPATIONAL CONTOUR

Apr 2008 to May 2009

Plasto Electronic Pvt. Ltd., Kolkata, West Bengal

HR Executive

Key Responsibility:

- ⇒ Handle complete life cycle of recruitment from sourcing to joining of candidates
- ⇒ Facilitation of HR Policies across company
- ⇒ HR master data management: Maintain employee records through personnel files
- ⇒ General Administration: Leave Management, Attendance, Loan & Employee Tenure
- ⇒ **Employer–Employee relations**: Employee Counselling & Grievance and Employee Relations.
- ⇒ Client management, handling **Invoices & Payments**
- ⇒ Maintaining company general ledger
- ⇒ Managing ID cards for all staff

TECHNICAL SKILLS & CERTIFICATION

- ⇒ **MS Office**
- ⇒ **Moorepay**
- ⇒ Worldpay
- ⇒ **Business Intelligence – Tableau**
- ⇒ Certification in People Analytics – University of Pennsylvania
- ⇒ Course in HRM and Predictive Analytic – Udemy

ACADEMIC CREDENTIALS

MBA (Marketing & Finance) International School Business & Media, Bengaluru (Karnataka)	2006 – 08
B.B.M (Finance) Administrative Management College, Bangalore University, (Karnataka)	2002 – 05

INTEREST

- ⇒ Biking
- ⇒ Music
- ⇒ Gardening

PERSONAL DOSSIER

Date of Birth: 10th July, 1984

Marital Status: Married

Linguistic Skills: English, Hindi and Kannada (Learning)