|  |  |
| --- | --- |
| Gunjan Iyengar | DOB - 8th September 1995  Location - Chennai, India  **giyengar08@gmail.com** |
| WORK EXPERIENCEAccenture – (2016 – present – 4 years 3 months)Accenture, Total Rewards Senior AnalystSEPTEMBER 2019 - PRESENT Global Total Rewards COE – Market Intelligence  Market analysis, job reviewing, mapping for roles and analytics for APAC & ANZ countries. Accenture, People Advisor Senior AnalystMARCH 2018 - SEPTEMBER 2019Accenture, People Advisor AnalystJUNE 2016 - FEBRUARY 2018 Headcount Managed – 1200+, No. of clients managed – 10+,  End to end HRBP for 3 years.  EDUCATION XLRI, Jamshedpur — *Postgraduate Certificate of Human Resource Management*AUGUST 2016 - 2018 Secured 4th Rank Madras Christian College, Chennai — *Bachelor of Arts in Economics*2013 - 2016 Gold Medal for Best Student  **Fergusson College**, Pune - *HSCE* 2013 - 88.83% **Bharati Vidyapeeth**, Pune - *SSE*  2011 - 88% SKILLS/WORK EXPERTISE **Employee management/Query handling –** Query handling and end to end process management for 1200 + employees for 3 years.  **Compliance and Grievance Handling/Employee Relations –** Handled compliance, managed grievances and employee relation issues for3 years.  **Rewards and Recognition Programs** – Handled end to end planning, budgeting and execution of reward and recognition programs and award functions for employees for 3 years.  **Total Rewards** – Managed compensation process for employees and currently working in market analysis for rewards across APAC and ANZ countries.  **Performance Management (Mid-year & Annual process)** – Managed complete end to end Annual and Mid-Year performance management cycle for the employees for 3 years.  **Attrition/Retention** – Regular checks and reporting for attrition and retention for employees.  **Business Connects/Employee Engagement** – Regularly connecting with business stakeholders for various HR processes and business reasons, conducted various employee engagement initiatives.  **Campus Recruitment** – Visited multiple colleges all over India as HR recruiter for Campus placements and managed on the day events.  **Inclusion and Diversity** – Worked and conducted I&D related activities for employees.  **Hosting/Anchoring** – Hosted multiple New joiner orientations, award shows and internal business meetings and events.  **Market analysis** – Handled market analysis of compensation data from various external sources/vendors.  **Data Analytics** – Worked on Data Analytics for Compensation data.  **Power BI/Design Thinking/Storytelling –** Utilized in various presentation, projects and areas to improve processes.  **Job and Role mapping** – Worked on job and role mapping for the organization roles with respect to available external market sources.  **Collaboration with external vendors** – Worked with external vendors  **Learning and Development Initiatives** – Collaborated and planned on various initiatives for business.  **MS Office** – Well versed in MS Excel, MS Word and MS PowerPoint. OTHER ACHIEVEMENTS  1. **NSS – National Service Scheme**    1. Participated in **NSS Republic Day Parade Camp 2015**, New Delhi.    2. Participated in NSS South Zone Pre – Republic Day Parade Camp 2014, Thrissur.    3. Participated in various programs and workshops conducted under the National Service Scheme in the college and currently the NSS leader of the college.    4. Met the President, Prime Minister, Vice President of India and the Governor of Tamil Nadu State as part of the Republic Day Parade Camp 2015. 2. **NCC – National Cadet Corps**    1. Completed B and C certificate under the National Cadet Corps (Navy) in Pune (2011 – 2013).    2. Participated in two Annual Training Camps under NCC. 3. **INTERNATIONAL EXCHANGE PROGRAMME –**    1. Participated in International Exchange Programme (Germany) 2012.    2. Participated in International Exchange Programme (Pune) 2011. 4. **KARATE**    1. Black belt in Karate (2006)    2. Gold Medal in Kumite (Fighting) (2003) 5. **WRITING EXPERIENCE**    1. Participated in Journalism Workshop conducted by **The Times of India (NIE)** 2010**.**    2. Written various articles which were published in The Times of India (NIE) Pune. 6. **ANCHORING**    1. Hosting various awards functions and programs in Accenture    2. Hosted Times of India Thyagaraja Event in December 2018.    3. Team outing event with Taskmoon Events. | AWARDS Accenture -  Sparkling Star Award – FY17 Q2  Apex award - FY19 Q1 LANGUAGES English, Hindi, Marathi, Tamil, French (A1), ISL(Basic conversational) INTERNSHIP Delhivery – Market Research – 8 days - 2015  Guiddoo – Creative Content Writing Internship – 2 months - 2015 PROJECT Accenture - Innovation project – Learning initiatives, program and framework for Corporate functions HOBBIES Reading, Writing, Travelling, Photography, Anchoring, Playing guitar QUALITIES Collaborative, strong leadership, interpersonal, and communication skills, strong writing skills, sportive, active, creative, quick learner and adaptability Top 10 strengths as per Clifton Strengths finder Input, Restorative, Belief, Includer, Developer, Positivity, Learner, Intellection, Connectedness  **Available for Relocation** - Yes |