

Divyank Ingle

HRIS Consultant

Contact

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Skills

Project Management

Business Process Mapping

Stakeholder Management

User Documentation Development

Root Cause Analysis

Training Delivery

Talent Management

Process Improvement

Goal oriented HR professional with 4 years of experience in managing projects using proactive approach to rollouts. Skillfully accomplished fast-paced implementations under tight deadlines. Successfully customized, updated, and deployed processes. Critical, hands-on planning and documentation for seamless rollouts.

Professional Work Experience

Apr 2019 to Current **Implementation Consultant – Darwinbox**
Hyderabad, Telangana

- Implemented Darwinbox HRMS solution for **more than 10 marquee clients** across sectors and geographies
- Clients span across manufacturing, services industry, and e-commerce startups as well
- Formulated effective project plans and ensured 100% adherence to project timelines using regular status updates and governance calls
- Collaborated closely with leadership to drive strategy through development and implementation of new processes like PMS, Expense Management, Onboarding
- Documented business processes to streamline communication
- Authored training manuals and conducted trainings for end user during Darwinbox roll out

Hyundai Construction Equipment Pvt. Ltd.

- Formulated a project plan for automating every aspect of the employee lifecycle from a paper-based system
- Implemented the entire Darwinbox suite for permanent and contract workforce under 4 months

Bira 91

- Implemented Performance Management Process on HRMS and integrated with the primary data source

Merino Industries Pvt. Ltd

- Mapped processes to holistically examine business flow and identify improvement opportunities
- Recreated the company structure, in collaboration with the leadership, and implemented the same on the system

Nium India Pvt. Ltd

- Implemented Darwinbox for employees in 8 countries across 4 continents
- Mapped processes and performed an impact analysis for employees across the geographies and recommended system configurations accordingly

May 2016 to Apr 2019 **Senior Executive – Aditya Birla Group**

- Designed and Implemented tech solutions for ABG as a key member of HR technology portfolio (Poornata) in **Group HR**
- Liaison with the Tech team as a **Techno-Functional PeopleSoft expert** at HR shared services center, SeamEx

Education

Aug 2014 – Apr 2016

Welingkar Institute of Management, Mumbai
MMS (HR)

- Alumni Secretary

Aug 2009 – June 2013

K.K Wagh College of Engineering, Nashik
BE (Electrical)

- Volleyball Team Captain

- Silver Medal in poetry at Youth Festival

June 2001 – Mar 2007

Bhawarilal Samra High School, Amravati,
Maharashtra

Performance Management:

- Single handedly led the functional design for the new Performance Management process (PerformNext) for Aditya Birla Group across all businesses
- Implemented a customized PMS design solution on PeopleSoft Fluid within challenging timelines impacting a workforce of 1,50,000 people
- Functional Lead for Performance Management in HR shared services center for ABG Talent Management

Talent Management:

- Digitized ABG talent management process including potential assessment, 9 Box, DAC reporting and MDP (My Development Plan) on PeopleSoft.
- Implemented a custom solution for calculating Potential assessment eligibility.
- Facilitated integration between DAC vendors and PeopleSoft for individual DAC data

Group HR Support

- Responsible for capability building of business administrators including training content creation, training and system support for PMS and Talent Management
- Expert in configuring PeopleSoft for modules like Performance, Job data, Positions, WFA
- Designed and Implemented customized solution for HR processes like Confirmation, Exit processes on PeopleSoft

May 2016
to
Apr 2019

Summer Associate- ICICI Prudential

Recruitment and Training Effectiveness

- Measured the effectiveness of training on performance of 40 sales candidates
- Revamped the training program for front line sales executives and recruited and On-boarded 80 candidates