

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, HROperations

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