

Yash S Shetty

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***A Passionate recruiter having exposure on
End to End Recruitment | Campus Recruitment | Diversity Hiring | Vendor
Management | Stakeholder Management***

OBJECTIVE:

A challenging career in a growth-oriented organization that appreciates and acknowledges the hard work and helps to bring out the best in me to contribute for the success of my Organization

STRENGTHS:

- 1) Good Communication and Interpersonal skills
- 2) Positive Thinking, confident, Patient, Flexible and adaptable to changing work environment
- 3) Self-motivated and Good team player
- 4) Hard and Smart worker
- 5) Optimistic

WORK EXPERIENCE:

Organization : Torry Harris Bussiness Solutions, Bangalore

Designation : Human Resource Executive

Duration : March 2019 – Till date

Roles and Responsibilities:

- 1) Experience in Lateral Hiring and handling End to End Recruitment Life Cycle – requirement analysis, sourcing, screening, planning recruitment events and HR interviews, negotiating, offer release, candidate on boarding.
- 2) Fulfilling both generic and niche requirements of the business and exceeding the target for every quarter to ensure the maximum joins.
- 3) Crafting talent acquisition strategies, procedures to identify and attract potential candidates with appropriate skill sets, experience and culture fit, in adherence to cost, quality and time.
- 4) Partnered with different Business Unit Heads to understand and analyze their requirements
- 5) Hired talents successfully with 0% help from the vendors
- 6) Successfully hired 10+ associates on weekly basis at various IT domains
- 7) Independently organizing and successfully managed several 'Walk-In events' during weekend
- 8) Achieve daily resume sourcing target with good numbers of conversion of selects and joiners
- 9) Salary negotiations, salary closures, follow up with candidates for DOJ
- 10) Post offer follow up & conduct Greet & Meet between business and prospective candidates for better joining ratio
- 11) Involved in completing the Joining formalities of the candidates

Achievements

- 1) Awarded the Best Recruitment Team for excellence and contribution to team's endeavour

Organization : KPMG Global Delivery Centre, Bangalore

Designation : Human Resource Executive

Duration : August 2018 – February 2019

Roles and Responsibilities:

- 1) Understanding the requirements from the business
- 2) **End to End Recruitment** - Sourcing, Screening, Scheduling, Interview coordination, Documentation, Post offer follow-up, On boarding
- 3) Maintaining and publishing Daily, Weekly and Monthly Recruitment report
- 4) Focusing on the **Diversity hiring** and working as per the organizational priority
- 5) Act as single point of contact between the candidates, vendors and the stakeholder
- 6) Experience in hiring candidates for **contract and full term roles**
- 7) **Vendor Management**- Invoice confirmation, Reimbursements. Periodic follow-up with the vendors, share the feedback on a regular basis
- 8) Actively involved in **campus hiring** across the country
- 9) Executed hiring of 215+ Graduates and Postgraduates across the country for contributed to 40% of campus recruits for the year 2018-19
- 10) Involved in completing the **Joining formalities** of the candidates
- 11) Fulfilling both generic and niche requirements of the business and exceeding the target for every quarter to ensure the maximum joins.
- 12) Independently organizing and successfully managed several 'Walk-In events' during weekend

Achievements

- 1) Received business appreciation on Meeting 100% Joining Ratio Targets
- 2) Exceeded the target of releasing 40 offers per month

Skills worked on:

IT - VBA, Python, Machine Learning, UI/UX Design and Development, SAP FICO, SAP MM, Java Developers, Abinitio, Java Application Support, Melvick Support, Millicom Support, Graphic Designer, Content Writer, Nodge JS.

Non IT – Audit (Canada/UK/US), Tax (Canada/UK/US), UK- CTC, UK -R&D, Market Research

EDUCATIONAL DETAILS

- 1) **MSW** in HRM from Christ (Deemed to be University) with 3.81/5 CGPA - 2018
- 2) **B.S.W** from Dr. Dr Av Baliga Institute Of Social Sciences and Rural Management, Brahmavar with 76.8% (III Rank in Mangalore University) - 2016
- 3) **P.U.C** from Government Pre-University College, Malpe with 63% - 2013
- 4) **S.S.L.C** from St. Mary Syrian English Medium School, Mangalore with 78.72% - 2011

PROJECT EXPERIENCE:

PROJECT 1:

Topic: Perception of Job Rotation on Employees Performance

Role: Project Lead

Duration: 3 Months

Description: The project was based on how job rotation plays a significant role in the organization and how job rotation brings changes in employee's performance and the growth of the organization. It also includes the perception of Job rotation in an organization. It influences by bringing up phenomenal changes in the growth of employees and also growth of the organization.

PROJECT 2:

Topic: Job satisfaction of Employees in Bill Forge India Pvt Ltd

Role Team: Project Lead

Duration: 1 Month

Description: Project was based on the job satisfaction of the employees in Bill Forge. An effort was made to check if the employees were satisfied with their work that has been assigned to them by the organization.

We also observed that large numbers of employees are satisfied with the work that has been assigned to them. Few were not satisfied with their work, the common reason being the rigid working hours, No shift allowances were provided and salary offered to them was very less as compared to other similar organizations.

We had come up with the below suggestions on various schemes and programs to satisfy the employees

- Rewards and Recognitions to the employees who perform exceedingly well
- Special allowances for the employees who work overtime (OT)
- Flexi working hours for the employees
- Displaying the names of the high performers on the notice board
- Giving away 'Employee of the month' awards with cash prize

TRAININGS

- 1) Soft Skills Training organized by KPMG – 2018

Job Portals and Recruitment Tools:

- 1) **Job Portals** – Naukri, Monster, LinkedIn
- 2) **Recruitment Tools** – IBM Kenexa, Oracle HRMS

PERSONAL DETAILS:

Date of Birth : 22-05-1995

Gender : Male

Father's Name : Sadashiva Shetty

Mother's Name : Pushpalatha Shetty

Languages known : English, Hindi, Kannada, Tulu, Marathi, Punjabi

Hobbies : Listening to music, Travelling, Reading books

DECLARATION

I hereby declare that the information furnished above is correct and true to the best of my knowledge

Yash Shetty