ANIKET RAMCHANDRA KORDE

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Organizational Development	Human Resource Management	Operational Skills
▪ HR Transformation through process streamlining ▪ Change Management ▪ HR Processes Re-engineering ▪ Culture Change/ Building ▪ Learning & Development ▪ Team Management	▪ Talent Acquisition & Retention ▪ Bulk Hiring & Mass Recruitment ▪ Employee Relations & Engagement ▪ Performance Management ▪ Compensation & Benefits ▪ Manpower Planning ▪ Payroll & Statutory Compliances	▪ HRMIS Management & Analysis ▪ Grievance Handling ▪ Client Coordination & Relationship Management ▪ Target Achievements ▪ Employee Communication ▪ Statutory Benefits & Reimbursements

■ CAREER CHRONOLOGY

Engro Technologies Pvt Ltd, Hyderabad
HR Manager – Jan 2023 till Date
Handling employee strength of 200 employees.

- Interview, Handling Drives.
- Connecting with Upcoming New Joiners
- Releasing Offer Letters and Appointment Letters
- Service Bond Agreements
- Onboarding, New Joiner Connects
- Goal Setting, MBO's, KRA's & KPI's
- Induction to new joiners through presentation which gives them the general information about the Organization, important contact points, Policies of HR etc.
- Updating HR Portal
- Employee Attendance for Payroll
- Appraisals
- Employee Grievances
- Maintaining Trackers
- Employee Exit
- Streamlining HR Processes.
- Zoho Payroll and Zoho People Integration

GSPANN Technologies Inc (Whisk Software Pvt. Ltd), Hyderabad
HR Business Partner (Associate Manager HR) - Sep 2021 till Nov2022.

Responsible for Employee Life Cycle from On-boarding till SeparationHandling a practice of 300+ employees

Recruitment & Onboarding
- HR Interviews
- Connecting with Upcoming New Joiners
- Onboarding, New Joiner Connects
- Induction to new joiners through presentation which gives them the general information about the Organization, important contact points, Policies of HR etc.
- Buddy Allocation
- Practice Level Induction.

Performance Management:
- Coordinating the performance management and promotion processes ensuring adherence to timelines and accurate and fair reward decisions.
- Conducting effective feedback sessions with primary managers
- Responsible for appraisal analysis and appraisal budgeting, Balance Score Card
- Review continuously the performance feedback for individuals within remit to anticipate and manage potential performance issues.
- Regular co-ordination with Reporting Managers on the performance feedback of the employees
- Assigning Performance Improvement Plans (PIP) for low performers in co-ordination with respective Reporting Managers
- Proactively monitor personnel issues or situations

Employee Grievance:
- Handling employee grievances.
- Understand the root cause of the issue and come up with right solution.
- Connecting with respective departments for the solutions and closing the loop.

Employee Engagement
- Practice Wise Employee Engagement Calendar
- One on One Connects
- Goal Setting, MBO's, KRA's & KPI's
- 30-60-90 day connects.
- Monthly Project Wise Connects
- Policy Revival & Updates
- Conducting Policy Clinics
- Planning and Executing Town Hall Meets & All Hands Meets
- Rewards & Recognition
- Participated in Organization wide Employee Engagements like, Kid's at Workplace, Parents at Workplace, GSPANN Got Talent, Monsoon Outings, Diwali & Holi Celebration, Indoor Games.
- Travelled to Gurgaon & Pune Office Locations for Employee Connects, HR Work Shops, Leadership Connects etc.

General Reporting
- Presenting Project & Location wise weekly headcount report and trending analysis
- Monthly Dash Boards Practice Decks & HR Insights shared to Practice Leaders
- Based on One on One connects with Employees, Identifying the high-risk employees.
- Attrition Risk Profiling.
- Intimating the respective line managers on the High-Risk Employees and deciding on retention or exits.

Work Force Management
- Managing the Bench Employees
- Monthly Bench Employee Connects
- Weekly Bench Calls
- With Help of Management and Leaders allocating the Bench Employees to the respective Projects

Separation
- Exit Interviews
- Following the smooth process of Exit

- Assets Recovery

ODE, Hyderabad
Talent Acquisition Manager - June 2019 till Jan 2020

SSR Concrete, Hyderabad
HR Manager - June 2018 till May 2019

AND Designs, Mumbai
Assistance Manager Human Resource – Jan 2016 till April 2018

Accenture, Mumbai
Payroll Associate – US & UK Payroll - Jul 2011 till Jan 2016

ZodiaAc Executive Personal Search, Mumbai
Sr. HR Executive - Recruitment - Feb 2010 till May 2011

Dploi Staffing Pvt. Ltd, Mumbai
Sr. HR Executive – Recruitment - Jun 2008 till Jan 2010.

Power BI Technical Skills:

- Power BI: Data Extraction,
- Power The query for Data Transformation,
- Power Pivot for Data Modeling,
- Data Analysis Expression - DAX Queries;
- Data Visualization with Analytics
- Power Q & A,
- Power BI Desktop & Administration
- Hands on experience on Power BI (Desktop and Service) along with SSAS Tabular Model and DAX.
- Worked on the Power Bi reports & dashboards with SQL Server/Tabular SSAS sources
- Used Table , Matrix , Bar, Card , Gauge , Slicers visualizations
- Worked on Custom Visualizations like multi slicer and Hierarchy slicer.
- Worked on DAX expressions like filters, Aggregate, Mathematical Functions etc.
- Created New Calculated Column and Measure using DAX Expression.
- Comfortable in working with filters/calculated columns/measures/relationships and transformations of Edit Query section.
- Published/shared the reports by creating Content Pack/Sharing the pbix file.
- Worked on On-Premises Gateway to refresh the data sources/creating a live connection with Tabular SSAS.
- Implemented Role Based Security as part of security in Power Bi.
- Experience with T-SQL in constructing Tables, Triggers, User Function, Views, User Profiles,
- Relational Database Models, Data Dictionaries and Data Integrity.
- Experience in Using multiple join statements to retrieve data from multiple tables
- Expert in removing the Duplicate (De-duplication) rows from a table and applying Fuzzy lookup in SSIS
- Developed Reports using efficient data retrieval techniques
- Designed different types of reports like drill down, drill through, sub reports, parameterized reports and cascading reports in SSRS 2008R2/2012.
- Design and develop tabular, Matrix, Drill down and Parameterized reports in SSRS using stored proc. Use of custom code, Expressions in SSRS.
- Developed Custom Reports and different types of Tabular Reports, Matrix Reports, Ad hoc Reports and distributed Reports in multiple formats using SQL Server Reporting Services (SSRS) in Business intelligence development studio (BIDS).
- Excellent Report creation skills using Microsoft Reporting Services (SSRS) 2008R2/2012.
- Excellent communication, presentation, interpersonal skills, strong troubleshooting and organizational

skills.

Projects:

Project on Power BI

Project 1: In the United States, there are many stores in which a survey was conducted based on students i.e. How much they are spending on different kinds of purchases like Video games, Indoor games, Toys, Books, Gadgets, etc. Create a Power BI Report to demonstrate Tabular Visualization, Matrix Visualization, Funnel Chart, pie chart, scatter plot, sand dance plot. Also, Restrict data access for the given users in the User mapping table. Publish the report on Power BI cloud service and Design the Master Dashboard consisting of Funnel chart and scatter plots. Then create a scheduled refresh for six times in every 4 hours for the Dashboard in a day.

Description: In this project, I have created a Power BI Report. Hands-on experience on Tabular Visualization, Matrix Visualization, Funnel chart, Pie chart, Scatter plot, and Sand dance plot.

Topics: Basic Calculation using DAX, Data Transformations, Advanced Visualizations, Advanced features of Power BI Cloud Service, Context, Gateway and Schedule Refresh, Creation of Report, Sand-Dance and Percentile, Row Level Security

Roles and Responsibilities:

- Tabular Visualization
- Matrix Visualization
- Funnel chart
- Pie chart
- Scatter plot
- Sand dance plot
- Advanced features of Power BI Cloud Service
- Row Level Security

Project 2: The State Universities in US want to analyze the trend of admissions. Create a Power BI Dashboard of Applications Analysis and Universities Analysis.

Description: In this project created a Power BI Report by using Query Editor to perform data modeling by apply transformations like.
- Append Data
- Split Data
- Column Formatting
- Fill Columns
- Transpose Table
- Pivot / Un Pivot
- Merge Join
- Conditional Columns
- Index Columns
- Summary Tables

And used expressions and filters to build custom visualizations.

Applications Analysis
- Total Applications vs. Target Trend by State
- Total Application by State Geo Dashboard
- Tabular presentation of universities and funds

- % of Applications by Race

- - Universities Analysis
- Top 10 Universities by Applications
- Top 10 Universities by Applications with and without Special Grants
- Bottom 10 Universities by Applications
- % of Applications Vs Universities Fund Allocations

Project 3: Prepared a Dashboard for HR Department on Attrition Analysis of their employees
- Average Attrition Count of Employees & Attrition per Job Role
- Average Monthly Income & Attrition since last promotion and years in Current Role
- Average Age of Employees
- Average working years & Attrition related with years and current reporting manager
- Average Years at Company & Attrition related with number of companies worked with job role.

IT SKILLS

- Zoho People, Zoho Payroll
- Power BI (Certified)
- Tableau (Certified)
- HRMS, PeopleSoft
- Workday
- GretyHR
- Aperture
- Oracle HR Payroll
- SAP HR Payroll
- Microsoft CRM
- Microsoft Power BI Certified
- Tableau Certified
- MS Office (Word, Excel, and PowerPoint)

ACADEMIA & CREDENTIALS

PGDBM – HRM ◼ Welingkar Institute of Management Studies, 2012, Mumbai
B.A - Political Science ◼ University of Mumbai, 2003, Mumbai

~ References and other documents shall be furnished upon request ~