

# ABHINAV SEHGAL

✉: abhinav019@gmail.com | ☎: 9987726819 | Age:27

## PROFESSIONAL SUMMARY

An energetic, self-driven management graduate in Human Resources and IT having more than 4 years of total experience in HR Analytics, Performance management, Compensation & Benefits, Client Relationship management, IT process enhancements and support systems.

- Experience in driving an entire **Performance management Cycle**
- Worked in close liaison with the Leadership for HR Projects
- Building relationships and Managing key stakeholders
- Experience in designing and building **analytical models** to support the assessment of complex data sets for huge employee base, enabling commercial decision making
- **Operations & Data Analytics:** Dashboards and Reports to leadership extending to Senior Leadership level
- Experience in working on the software Toad for Oracle to develop, manage and maintain databases

## WORK EXPERIENCE

49 MONTHS

### LARSEN & TOUBRO, CHENNAI

15 MONTHS

*Assistant Manager-Human Resources, Building & Factories*

*May '15 - Present*

- End to end coordination and administration of **Performance Management Cycle** for more than 7500 employees
- Identification & Analysis of **Rating distribution and deviation** of various departments
- Working on L&T fitment metrics for applying **Bell Curve** on employees performance ratings
- Analysing **Promotion eligibility** of the employees and conducting promotional interviews
- Working closely with India HR Head to plan and execute **Strategic HR initiatives** on ground
- Member of the team responsible for planning HR strategy for 5 years in line with the business requirement
- **Conducting confirmation interviews** for trainees alongside panellists from senior management
- Managing **absorption** of third-party roll/contract staff to permanent rolls
- Handling contract related queries & grievances for consultants/specialists
- **Long Service Awards:** Introduced and designed videos to capture the L&T journey of the senior awardees and managed entire event
- Facilitating counselling session as a part of iCall initiative
- **Handling resignations** of cluster employees and **conducting exit interviews**
- Analysing key roles at construction sites – their demographics and projections for the year 2021 to **understand the succession** for key roles.
- Identifying & Analysing institute-wise pattern of performance and retention of employees for future hiring of trainees and laterals
- **Productivity analysis (ROTE):** Benchmarked data with Global Competitors for construction industry
- Facilitating **Talent Management initiatives** like mentoring program

### INFOSYS LIMITED, PUNE

34 MONTHS

*Systems Engineer*

*Jul '10 – Apr '13*

- Worked on process enhancements and support systems for Cummins Inc
- Handled Quote module of Global Purchasing System of the client
- Worked on Client Relationship management and Requirement Analytics
- Mentored new joiners in my module and contributed to knowledge management

## SUMMER INTERNSHIP

PEOPLE STRONG HR SERVICES PVT LTD

- Detailed **study of services** provided by People Strong to clients across various sectors
- Prepared case studies and presentations on **payroll, compliance** and **technology** verticals of People Strong
- Assisted **process specialist** in meetings with potential clients
- Planned and prepared company documents for future **sales pitches** and **web publishing**

## WE CARE: CIVIC ENGAGEMENT

INDIAN NATIONAL PORTAGE ASSOCIATION

- Conducted children engagement and sports activities at Aanganvadis of Bapudham Colony, Chandigarh
- Prepared the Annual Report regarding social awareness and welfare activities conducted during the year
- Conceptualized and organized the annual cultural programme of Indian National Portage Association

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## ACADEMICS

Qualification	Institute	Board / University	Year	% / CGPA
MBA HR	SBM, NMIMS, Mumbai	NMIMS	2015	2.97/4
BTech (ECE)	JUIT, Waknaghat	JUIT Waknaghat	2010	73.00%
XII	GBSSS, Paonta Sahib	Himachal State Board	2006	78.40%
X	GNMPS, Paonta Sahib	CBSE	2004	84.80%
Achievements	• Secured 3rd position in school in class XII examination at GBSSS			2006
	• Secured Grade 1 position in Bal Jyoti Scholarship Examination			2005

## PROJECTS

Corporate	<ul style="list-style-type: none"><li>• <b>Viacom18 Media Pvt Ltd:</b> Studied the internal branding of Viacom18 and projected the same on social platforms for improving their employer branding</li><li>• <b>Domainocrats:</b> Recruitment of Project Interns for the business development of the start-up</li></ul>
Academic	<ul style="list-style-type: none"><li>• <b>Employee Relations &amp; Labour Laws:</b> Study of Employee Relations and role of unions in the Indian Pharmaceutical industry</li><li>• <b>Talent Management:</b> Study of talent management practices at HUL and McDonalds</li><li>• <b>Business Ethics and CSR:</b> Study and analysis of CSR practices at Dr Reddy's Laboratory</li></ul>

## POSITIONS OF RESPONSIBILITY

President, Nepathya	<ul style="list-style-type: none"><li>• Led the Cultural Cell, <b>NMIMS Mumbai</b>, with a team of 47 members</li><li>• Organizing and managing the Inter and Intra College cultural events</li></ul>	2014-15
Co-Convenor, HR Conclave'14	<ul style="list-style-type: none"><li>• Conceptualized and organized the annual flagship HR Summit of <b>NMIMS Mumbai</b></li><li>• Managed the event end to end and led the Logistics Team of the event</li></ul>	2014

## CO-CURRICULAR & EXTRA CURRICULAR ACTIVITIES

Achievements	<ul style="list-style-type: none"><li>• <b>Runner up</b> in science quiz at district level, GNMPS</li></ul>	2003
Participations	• Received Appreciation on work done in NGO Mela event organized by SRF, NMIMS	2013
	• Awarded certificate of appreciation for volunteer in Blood Donation Drive event, NMIMS	2013
	• Volunteered in organizing Strap Surround Event, Infosys Pune	2011
Interests / Hobbies	<ul style="list-style-type: none"><li>• Cooking</li><li>• Driving</li></ul>	