



GAGAN JINDAL

Gurgaon, India 

+91-8757661940 

gaganjindal@hotmail.com 

www.linkedin.com/in/gagan-jindal 



OBJECTIVE

I have around 3 years of work experience as an HRBP wherein I have used my Analytical & Problem Solving skills, to understand the needs and requirements of the business unit, to conceptualize and design solutions for it. I'm a highly driven individual with strong interpersonal skills and ability to work in a fast paced environment to deliver effective & efficient solutions.



CAREER SUMMARY

Manager | Samsung India Electronics Ltd

03/2018 – PRESENT

- Additional Responsibility to drive HR Operations for our Contingent Workforce (~1250 employees)
- Handling Payroll, Time & Attendance, ER & Compliance for Pan India Operations
- Brought in to bring efficiency and to mitigate organizations risks in contingent workforce operations
- Leading a strategic project to automate the operations with SAP based 'Fieldglass' system

Assistant Manager | Samsung India Electronics Ltd

06/2015 – 03/2018

- Designed Career Development Framework including HIPO identification at all levels and putting Individual Development Plan and Career Progression in place
- Conceived, Designed & Implemented development plans for frontline & middle managers for Assigned BU. The program was replicated across other Sales BU's.



EDUCATION

PGDHRM | XLRI, Jamshedpur (AACSB, AMBA Accredited)

2013 – 2015

GPA- 5.41/8- Two years full time course with specialization in Human Resources

BE | Punjab Engineering College, Chandigarh

2006 – 2010

GPA- 8.04/10- Four years full time course with specialization in Electronics & Communications



EXPERIENCE (3 years in core HR, 6 years in managing teams)

HR Business Partner | Samsung India Electronics Ltd, CS Division, Gurgaon

06/2015 – PRESENT

Change Management

- Pioneered the BU to move to a flatter global structure while steering it to implement 360 degree policy changes in PMS, promotions, increments etc.
- **Workday Implementation**- Helped the organization implement & navigate to a new HCM tool
- Spearheaded the Change Management initiative towards **Employee/Manager Self Service model**

Compensation & Benefits

- Realigned compensation and benefits policies and procedures, assessed and aligned the pay positioning and pay ranges for various levels within the organization.
- Transitioned the business to a newer, transparent and standardized **Bonus structure**
- Introduced **equitable benefits** for the Off Role manpower (~1250 pan India) in CS Division
- Identified critical positions with the business and put in place **succession plan** for them

Organization Development

- Drove learning and development talent management processes, including technical, functional and behavioral for all functions and across levels to ensure capability building for strategic needs.
- Designed and Collaborated on a Talent Mapping Exercise with 9 Grid plotting for mid-level managers
- Conceptualized, Planned and Executed **Development Centers** (DC) for around 90 incumbents
- Created **IDPs** for the participants in DC focusing on their personal development & succession planning
- Designed and Proposed **Org Structure Changes** aligning it to the business strategy & vision for future
- Created incumbent reviews of the identified critical positions and maintained their successors ready
- Partnered with external vendors to create a customized **Gamified Interactive simulation** along with a developmental workshop on **leadership styles** and managing teams for future leaders and successors

Performance Management

Job Evaluation

- *Certified* on **International Position Evaluation (IPE framework)** on Job Evaluation by *Mercer Consulting*
- Leading the change towards **Job based HR** in the Global Job Architecture program for the CS division
- Assisted & Handhold the BU throughout the different stages of Job Evaluation

Performance Management System

- Started mid-year performance conversation exercise and sensitized reviewers & incumbents on it
- Increased **mid-year performance conversation** participation levels to over **98%**

Employee Engagement

- Successfully created and rolled out program for **on-the-spot recognition** in assigned BU
- Incessantly worked to increase the score of Samsung **Cultural Index** survey by over 8 points
- Analyzed the survey data and department demographics to create tailor made solution

Talent Acquisition

- Annual **workforce planning** for assigned BU for its Pan India Operations
- Responsible for delivering **Employee Value Proposition** to both external & internal employees

Senior Engineer | Jaiprakash Power Ventures Ltd, Himachal Pradesh

08/2010 – 05/2013

- Leading & monitoring a team of 6 engineers and 15-20 workers in daily shifts as a shift-in-charge
- Conducting the in house training of the personnel, workers and the interns
- Conducting the regular audit of the store items and its inventory and maintaining the record
- Involved with erection and commissioning of 1000mw karcham-wangtoo hydroelectric project
- Karcham Wangtoo Hydro Electric Plant got commissioned ahead of its schedule
- Baspa-II Hydro Electric Plant received the Silver shield in 2011 from Ministry of Power

Summer Internship | Mahindra & Mahindra (Tech Mahindra, Hyderabad)

04/2014 – 06/2014

The project was to evaluate the current R&R practices and recommend changes to appeal to both internal and external stakeholders

- Conducted a study of Rewards and Benefits program through primary and secondary research
- Designed and administered a questionnaire with 83% reliability to >1000 employees from 56 firms
- Recommended a **Benefit Strategy** leading to enhanced Employer Value Proposition
- Designed a **future state PMS** complimenting the leadership development strategy



SKILLS

- Talent Management
- Performance Management
- Business Understanding
- Employee Relations
- Talent Acquisition
- Stakeholder Management



ACTIVITIES

CSIO, DRDO Lab, 2009- Published a research paper on the topic '*A Multi-objective Fuzzy Inference system based deployment strategy for distributed Mobile Sensor Network*', in an **international journal** 'Sensors and Transducers'