

# ARYAN KUMAR

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## SUMMARY

Associate Product Engineer (HRMS) with 3+ years of combined experience across product execution, B2B SaaS platforms, and customer-facing solutions. Experienced in owning HRMS modules, translating business requirements into user stories, driving data-backed product improvements, and collaborating cross-functionally to deliver scalable features. Strong in HRMS, biometric integrations, SQL-based analysis, and UAT-driven releases.

## EXPERIENCE

### Associate Product Manager - iT Gurus Software

Remote

Dec 2023 - Present

Pune, Maharastra, India

- Owned and delivered core **HRMS modules** (Employee Onboarding, Attendance, Leave, Admin Controls) for **40+ client organizations**, managing the product lifecycle end to end.
- Translated HR, payroll, and business needs into **user stories, functional specs, and acceptance criteria**, partnering with engineering and QA to ship reliable releases.
- Drove **customer-led product improvements** by analyzing support tickets, HR feedback, and usage data, reducing recurring attendance issues by **25%**.
- Designed and shipped **UX enhancements** (attendance source indicators, onboarding status visibility), improving HR admin productivity by **30%+** and onboarding completion by **20%**.
- Owned **attendance system logic** (multi-source punches, shifts, late/early rules, reconciliation) and improved biometric integrations, achieving **99%+ data accuracy** across locations.
- Used **SQL and product dashboards** to guide data-backed decisions and led **UAT, production releases, demos, and client training** to ensure smooth rollouts and adoption.

### Frontend Developer Intern - TwiLearn Edtech

Remote

Aug 2023 - Oct 2023

Pune, Maharastra, India

- Developed and optimized responsive web application features using **HTML, CSS, and JavaScript**, incorporating continuous user feedback to enhance overall user experience and usability.
- Improved web application load time by 40% through code splitting, lazy loading, and asset optimization techniques, resulting in enhanced user retention and engagement metrics.

### UI Developer Intern - Giganox Software

Remote

Apr 2023 - Jul 2023

Pune, Maharastra, India

- Contributed to the UI development of an **ERP project**, focusing on user-friendly interfaces and functionality.
- Implemented innovative solutions to enhance system usability and performance.

### Web Developer - Jan Sewa Parisad (NGO)

Onsite

Aug 2020 - Aug 2021

Hazaribag, Jharkhand, India

- Maintained and enhanced web infrastructure for **government projects**, ensuring seamless functionality.
- Provided technical mentorship and updates to live projects, meeting user requirements effectively.

## TECHNICAL SKILLS

**Product Management:** Product Discovery, User Stories, Requirement Analysis, Feature Prioritization, Roadmapping, Stakeholder Management

**Product Analytics:** SQL, Funnel & Adoption Analysis, Product Metrics & KPIs, Data-Driven Decision Making

**Domain Expertise:** B2B SaaS, HRMS Platforms, Attendance & Payroll Systems, Biometric Integrations

**Technical:** SQL, REST APIs (Postman), HTML/CSS/JavaScript (Debugging), System Design Basics

**Tools & Execution:** JIRA, Agile/Scrum, Chrome DevTools, Product Documentation & UAT

## EDUCATION

### Master of Computer Applications (MCA), Information Technology

Vellore Institute of Technology (VIT)

GPA: 8.06/10

Sept 2021 -May 2023

Chennai, Tamil Nadu

### Bachelor of Computer Applications (BCA), Information Technology

Birla Institute of Technology (BIT)

GPA: 7.98/10

July 2017 -May 2020

Ranchi, Jharkhand

## ACHIEVEMENTS

- Secured AIR 42 rank in DU-ET exam over +1.2 lakhs applicants in 2021.
- Beyond Performance Award (08/2024 - Present): Recognized for excellent performance.
- On The Spot Award (05/2025 - Present):Two times awarded for addressing extremely escalated problems.