Ayushi Sisodia **MBA in Business Analytics** **HR Analyst**

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HR Analyst with hands-on experience analyzing workforce data, developing HR dashboards, and delivering insights to support recruitment, training, performance, and retention strategies. Skilled in SQL, Excel, Tableau, and Power BI, with a strong ability to translate HR metrics into actionable recommendations that improve workforce planning and organizational effectiveness.

EDUCATION

Frank J. Guarini School of Business, Saint Peter's University, New Jersey, USA **September 2024 - May 2026**
Master of Business Administration in Business Analytics (GPA 3.8/4.0)
Relevant Coursework: Introduction to Data Science, Data Management Systems, Predictive and Industry Analytics

Bob Gaglardi School of Business, Thompson Rivers University, Kamloops, Canada **May 2021 - September 2023**
Master of Business Administration in Human Resource Management (Program Transferred) (GPA 3.5/4.0)
Completed coursework in Human Resource Management and Financial & Management Accounting before
transitioning to Business Analytics, inspired by hands-on analytical work during my Co-op at The Home Depot.

School Of Business, Mody University, India **August 2017 - May 2020**
Bachelor of Commerce (Honours) in Finance (GPA 6.8/10.0)
Relevant Coursework: Statistics & Probability, Micro & Macro Economics, Corporate Accounting

PROFESSIONAL EXPERIENCE

Saint Peter's University, New Jersey
Technical Program Assistant, **January 2025- Present**
- Analyzed student engagement and participation data to support workforce-style planning for academic programs and events.
- Built dashboards using SQL and Tableau to track participation trends, attendance patterns, and program effectiveness.
- Performed data cleaning and validation to ensure accurate reporting across multiple engagement data sources.
- Evaluated process bottlenecks and execution delays, supporting data-driven improvements to planning and coordination workflows.
- Generated recurring analytical reports to support planning, coordination, and execution decisions for program teams.

The Home Depot
HR Analytics Co-op **Mar 2023 – Aug 2023**
- Analyzed workforce data related to recruitment, training, performance, and attrition to support HR planning and decision-making.
- Built and maintained HR dashboards using Tableau and Excel to track recruitment KPIs, employee performance trends, and training completion metrics.
- Improved HR database accuracy by **30%** through data cleaning, validation, and data quality improvement processes.
- Conducted SQL-based analysis to identify inefficiencies in training completion and performance evaluation workflows, supporting targeted process improvements.
- Delivered HR analytics reports translating workforce data into actionable insights that supported attrition reduction and improved workforce planning.
- Collaborated closely with HR, Talent, and Training teams to align reporting outputs with HR strategy and standardized workforce metrics.

PROFESSIONAL SKILLS

HR & Workforce Analytics: Attrition Analysis • Performance Metrics • Training & Development Analytics • Workforce Planning • HR KPI Tracking • Data Quality Assurance
Tools & Technologies: SQL • Excel (Advanced) • Tableau • Power BI • Python (analysis support)
Data & Reporting: HR Dashboards • Trend & Pattern Analysis • Reporting Automation • Ad-hoc Workforce Analysis
Collaboration: HR Stakeholder Collaboration • Cross-functional Communication • Problem Solving

CERTIFICATIONS & EXTRACURRICULAR

- **Google Data Analytics Professional Certificate – Issued by Google (Coursera).**
- **Tableau, Excel & Power BI for Business Analytics – DataCamp**
- **President, Data Science Club** – Led workshops promoting data literacy and analytics best practices.
- **Event Coordinator & Volunteer** – Improved participation by **20%** through structured planning and execution.

ACADEMIC PROJECTS

HR Metrics Analysis Report | Excel, SQL

- Analyzed staff performance, attendance, and training datasets to assess workforce efficiency and effectiveness.
- Integrated multiple HR data sources, improving data quality and contributing to a **12% improvement** in training completion rates.
- Built attrition and absenteeism forecasting models and produced recurring HR analytics reports using Tableau and SQL.

Sales Performance Dashboard | Tableau, Excel

- Analyzed **10,000+ transactions** to identify operational drivers of revenue leakage and seasonal demand.
- Proposed process optimization strategies supporting a projected **10% improvement** in revenue performance.