

# PRATIKSHYA BEHERA

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## ABOUT ME

Results-oriented HR professional with 7+ years of experience in Talent Acquisition, HR Operations, Payroll, Performance Management and Employee Engagement. Skilled in developing and implementing HR policies, streamlining processes, and delivering HR analytics for decision-making. Adept at driving strategic HR initiatives that improve retention, compliance, and organizational culture.

## EDUCATION

Master's of Business Administration (MBA), 2016-2018

**Global Institute Of Management, BPUT University**

Bachelor's of Business Administration (BBA), 2013-2016

**Imperial College, Sambalpur University**

## SKILLS

Strategic HR Partner | Talent Acquisition | HR Operations | Payroll Management (India, US, Canada, UAE) | Employee Engagement | Performance Management | HR Analytics & Dashboarding | Policy Development | HRIS/HRMS (SAP SuccessFactors, ConfluxHR, ADP, ZohoHR, Beehive) | Compliance & Statutory Management (Provident Fund, ESI, Gratuity, Bonus) | Learning & Development | POSH Training | Total Rewards & Benefit Administration

## WORK EXPERIENCE

**Jeeva Organic Private Limited | Jan 2025- Till date**

Human Resource Business Partner (HRBP)

- Shaping organizational success worldwide by resolving complex HR challenges with strategic insights and practical solutions.
- Leveraged HR analytics to identify trends in attrition, engagement, and productivity, advising leadership on actionable insights.
- Drove change management programs including communication plans, stakeholder alignment, and culture initiatives to support organizational growth.
- Championed DEI and employee engagement programs, fostering an inclusive and high-performance workplace.
- Acted as a trusted advisor to leadership on employee relations, performance management, and retention strategies, coaching managers on conflict resolution and feedback.
- Streamlined international employee lifecycle (contracts, payroll, visa/relocation) ensuring 100% compliance.
- Designed & executed L&D programs that improved leadership pipeline readiness.
- Partnered with business heads to design workforce planning strategies (headcount forecasting, succession planning) aligned to business goals.
- Implemented HR policies & SOPs, reducing process delays.
- Delivered HR analytics reports (attrition, payroll costs, headcount) to management for strategic decisions.

## **Deloitte South Asia LLP, Bhubaneswar | Sep 2024 – Jan 2025**

Team Lead – Human Capital

- Led a team of consultants on HR transformation projects for multiple clients.
- Lead client engagements end-to-end, from diagnosis of HR challenges to delivery of actionable solutions, ensuring measurable business impact.
- Conducted org design & culture assessments, recommending process improvements.
- Build and manage client relationships, acting as a trusted advisor on complex HR issues, including change management, employee engagement, and leadership development.
- Introduced HR tech tools to streamline performance management.
- Drive global impact by helping organizations navigate HR transformations, aligning people strategies with business objectives.

## **Dietary Business Intelligence Private Limited, Bhubaneswar | 2019 – Jul 2024**

Assistant Manager – HR

- Managed HR operations for 200+ employees, ensuring accurate payroll & compliance.
- Partnered with leadership to align HR strategy with business objectives.
- Designed engagement programs & DEI initiatives, improving retention.
- Implemented HR policies & digitized processes, cutting manual work hours.
- Supervised HR team members, ensuring efficiency and timely delivery.
- Manage end-to-end recruitment, onboarding, and talent acquisition.
- Drive employee engagement, retention, and performance management initiatives.
- Handle employee relations, grievances, and exit processes.
- Oversee HR operations, payroll, leave, and statutory compliance.
- Support HR policies, training programs, and organizational development.

## **YHM Pharmaceuticals Private Limited, Bhubaneswar | Mar 2018 – Mar 2019**

Customer Relationship Officer cum HR Assistant

- Assist in recruitment and onboarding, including scheduling interviews and maintaining candidate records.
- Handle HR operations such as attendance, leave management, and payroll support.
- Assisted in HR projects and employee engagement activities.
- Assist in employee relations and HR policy implementation.

## **CERTIFICATIONS**

HR Analytics & Dashboarding | US Payroll Certification | SAP SuccessFactors: Employee Central | HR Digital Certification | POSH Training | Compensation & Benefit Administration | SHRM |

## **ADDITIONAL HIGHLIGHTS**

- Initiated comprehensive HR policy framework at DBI, scaling workforce from 10 to 500+ employees.
- Led digital transformation of HR operations, transitioning from manual to automated systems, improving efficiency and accuracy.
- Represented the organization at Odisha's first HR Conclave on Diversity, Equity & Inclusion (DEI).
- Designed and implemented talent acquisition strategies, reducing hiring cycle time by 3% and improving quality of hires.
- Spearheaded employee engagement and retention programs, driving measurable improvements in satisfaction and productivity.
- Partnered with business leaders to roll out performance management and learning initiatives, aligning talent strategy with organizational goals.