

OMKAR PATWARDHAN

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HUMAN RESOURCES PROFESSIONAL

I am experienced Human Resources professional with a strong focus on enabling businesses with timely support on HR touchpoints. I have 12+ years of experience with Software Services, Bank and Life Insurance sector in high growth companies in India. I have a proven track record of aligning employees with org. values, resolving employee complaints in high pressure work environments, streamlining talent acquisition processes in challenging constraints and adhering to performance appraisals guidelines in stipulated timelines while ensuring fairness.

STRENGTHS AND EXPERTISE

Talent Acquisition	Onboarding and Induction	Employee Relations
Campus Recruitment	Offboarding/Involuntary Exits	Employee Events
Recruitment Process	Performance Appraisals	HR Technology

PROFESSIONAL EXPERIENCE

BHANZU (EXPLORING INFINITIES PRIVATE LIMITED) at BENGALURU **21 Jan 2025 - 31 July 2025**

Sr. Consultant (Contractual)

Campus Recruitment, Alternate Hiring for Frontline Ed-Tech Sales role - 6x Reach-out to Colleges (1500 to 9000), 28X applicants (120 to 4300), 11x offers (19 LY vs 220 CY), 16x Joiners (5 LY vs 80 CY)

COREFLEX SOLUTIONS PRIVATE LIMITED at PUNE **16 June 2022- 19 July 2024**

HR Head

Enabled organization growth by leading TA and HR Operations, resulting in a Headcount rampup of 90% within two years. Played a pivotal role in achieving significant recruitment cost savings of INR 80 lakhs and functional ownership of HR Tech interventions including in-built HRMS portal.

Work Area: Lateral and campus recruitment (University Graduate Hiring), HR Technology - Internal Portal/External SaaS Products, HR Operations, Employee Events, Employee Benefits, Policies, Team Management, Employee Communications

Accomplishments:

- Leading recruitment efforts for team of four resulting in hiring 80 lateral profiles for CY 2023
- Increased campus outreach and joining from Tier II engineering colleges in Pune and Bengaluru
- Research and implementation of HR SaaS for internal HRMS, rollback due to lack of buy-in
- Lead team of two developers for building internal HRMS Portal for HR process digitization
- Mandating employee productivity/timesheet tool - Clockify rollout for 300+ employees
- Reduced HR Operations (Payroll, Taxation) related complaints to <2%
- Increased responsiveness and TAT adherence for employee queries
- Ownership and execution of high visibility periodic employee events covering 200+ employees
- Prepared dashboards for SMT for Bench, Recruitment, Emp Productivity

HDFC BANK at BENGALURU

25 September 2019 - 10 June 2022

Sr Manager, Human Resource Business Partner

Supported 1400+ employees as HRBP for varied portfolio of banking verticals for Karnataka in critical period of Covid waves and lockdowns. Reduced employee complaints from 20+ to less than 5 per quarter.

Work Area: Employee Life Cycle Management, Employee Relations (Complaints/Grievances) covering Investigation, Reports and Final Action, Performance Appraisals, Employee Events, Employee Surveys, HR Digitization Adoption

Accomplishments:

- Ownership of Weekly, Monthly Dashboards about Attrition, Work Life Balance to Geo Leadership
- Top achiever in South states for employee portfolio adopting digital interventions like Chatbots
- Lead data driven discussions with stakeholders for job rotation achieving 100% compliance
- Initiated mentorship Project for employees in Sales Roles in Retail Branch Banking for productivity push by peer to peer learning by working closely with L&D and Sales PMS Teams
- Facilitated co-creation of GPTW report based interventions for better team cohensions
- Nudge for timely participation of Talent Management initiatives for First Time/L1 Managers
- Organized vaccination camps at multiple locations covering 3500 employees
- Tracking completion of performance conversations for 1400+ employees in portfolio
- Conceptualization, communication and execution of high visibility local employee events like Bring Your Kid to Work, City Garden Walks, City Cycling Tours covering 700+ employees

ICICI PRUDENTIAL LIFE INSURANCE COMPANY LIMITED at PUNE

01 June 2015 - 31 August 2019

Manager II, Regional HR

Enabled business to become No 3 market among Top Cities by extending support on HR touchpoints for 33 locations and 800+ employees.

Work Area: Lateral and Campus Recruitment for Sales and Operations Roles, Employee Relations (Complaints/Grievances) covering Investigation, Reports and Final Action, Performance Appraisals. Onboarding and Induction, Employee Events, Coaching and Advisory to L1/L2 Line Managers

Accomplishments:

- Talent acquisition for 30+ positions/week for sales, operations roles in challenging environments of no notice period (balance notice paid in full), targeted competitor poaching and age limits
- Promoting campus as talent strategy with past performance data and enabling mechanisms resulting in successful campus recruitment of 100+ Tier II/Tier III campus hires for various roles
- Increased employee referral percentage by utilizing features of Ripplehire ATS
- Adopted 5+ new hiring sources like Employment Exchanges, Job Fairs, QR Codes, Classified Apps
- Promoting internal growth by minimal external hiring for L1 Managers - enabled opportunity for 30+ first time L1 managers from within
- Succession plans for L2 manager and closed 15+ L2 manager positions by restructuring/division.
- Timely interventions for emp. productivity by keeping tabs on laggards and value eroders.
- Facilitated employee role changes for willing employees and smooth exits for unwilling cohort
- Achieved reduction in Attrition Percentage to <20% by sensitization, process orientation and focus
- 100% completion of involuntary exit exercises initiated as per org. requirement (0 escalations)

INFOSYS LIMITED at BENGALURU

25 January 2010 - 17 May 2013

Senior Systems Engineer

Member of Oracle Baseline Support Team for North American CPG Client for Oracle Apps modules and Global System Admin for DB Upkeep

Accomplishments:

- SPOT Award for prompt action in business critical scenario related to monthly fin. closure cycles
- Rated CRR1 for two consecutive appraisal periods

EDUCATION

T A PAI MANAGEMENT INSTITUTE TAPMI MANIPAL

Post Graduate Diploma in Management - 2 Yr Full Time Residential Course - Jun2013-Mar2015 - Aggr. 73%

KIT College of Engineering - Shivaji University, Kolhapur, Maharashtra

Bachelor of Engineering in Information Technology - Aug2005-Jun2009 - Aggr 60%