

Kaushik Ram

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Summary

Organizational psychology graduate student with hands-on research experience and 3+ years of expertise in managing teams. Skilled at policy development, analyzing research findings, and training team members. Previous success in applying psychology findings in a workplace, organizing events, and community management. Developing data analysis skills, leveraging tools like SQL, R, and SPSS.

Experience

People Operations Manager (October 2019 - Present)

BuiltByBit (Remote)

- Recruited, trained, and mentored over 30 new team members, improving efficiency in the company
- Utilized MySQL to help perform data analysis and retrieve vital information from datasets
- Used organizational psychology techniques to aid in better workforce planning and team relations
- Aided in business operations, policy implementation, and development documentation

Research Assistant (August 2023 - May 2024)

Marghetis Lab (Cognitive and Information Sciences Department, University of California, Merced)

- Analyzed and coded research papers to determine conclusions for a new databank
- Ran participants through a behavioral study looking into the topic of creativity and problem-solving
- Conducted data analysis in R and contributed to a poster presentation

Regional Committee Member (August 2018 - Present)

Destination Imagination (Bay Area, CA)

- Streamlined the logistics of an event for over 100 teams by coordinating volunteers
- Mentored children K-12 on problem-solving, creativity, and teamwork skills
- Visited various schools to assist in outreach and advocate program benefits to parents

Support Specialist (August 2018 - October 2019)

BuiltByBit (Remote)

- Improved operational efficiency by clearing a longstanding 5-month backlog in support queries
- Boosted customer satisfaction through customer support and fostering positive relationships

Project Lead (January 2018 - August 2018)

MCMart (Remote)

- Maintained the website by working with both internal and external teams
- Served as a community liaison by writing announcements and surveying the needs of the userbase

Teaching Assistant (January 2018 - August 2018)

NextGenTech Learning (San Ramon, CA)

- Assisted instructors with teaching programming and robotics concepts to students K-12
- Troubleshooted problems with technology and organized the computer room

Education

San Jose State University (Expected May 2026)

Master of Science - MS, Industrial Organizational Psychology

University of California, Merced (May 2024)

Bachelor of Arts - BA, Psychology and Cognitive Science

- GPA: 3.96

Projects

Productivity Analysis of NetLogo Networks (May 2024)

University of California, Merced

- Using NetLogo, I created an agent based model that investigated whether certain team networks are more productive than others. Using R, I analyzed and visualized the results, putting all my findings into a paper I submitted for class.

Correlational Study on Self-Esteem & Astrological Beliefs (December 2023)

University of California, Merced

- Based on existing literature and theoretical background, two survey measures were sent out to 524 individuals to determine if there was a correlation between self-esteem and belief in astrology. Using SPSS, I found there was a small, but statistically significant negative correlation. The findings were presented as part of a poster presentation in my course.

Workplace Positive Psychology Literature Review (August 2023)

Maastricht University

- As a final assignment, I analyzed and synthesized the findings of 16 published research papers on positive psychology in the workplace. The paper's research questions were whether positive psychology is effective and which interventions show the most promising result.

Awards

Graduation with High Honors (May 2024)

University of California, Merced

Chancellor's Honors List (November 2022, November 2023)

University of California, Merced

Presidential Volunteer Service Award (April 2020)

Corporation for National and Community Service President of the United States Points of Light Foundation