

Kashish Shah

Business Psychologist | Human Resources Psychologist

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EDUCATION

University of East London, London, United Kingdom
M.Sc. Business Psychology

Sept 2022- Oct 2023

LD Arts College, Ahmedabad, India
Bachelors in psychology

Jun 2019 - Jul 2022

Certifications

SHRM- Human resource foundations

Feb 2023 – March 2023

PMI- Leading and motivating people with different personalities

EXPERIENCE

○ **Marastu Martech Pvt Ltd, Ahmedabad, India**
Human Resource Intern

March 2024 – Present

- Implemented a biometric attendance system at Marastu, enhancing office discipline and regulation.
- Designed a comprehensive salary structure and streamlined pay-slip generation with software integration. Introduced a leave application system and office leave policy.
- Managed employee ID generation and established basic medical facilities, including BP monitoring machines and sanitary products for female employees.
- Negotiated procurement of new company uniform T-shirts.
- Led employee training and onboarding, fostering engagement through activities like "Fun Fridays."
- Conducted interviews for positions such as SEO Analyst, SEO Team Lead, content writer, and marketing interns, both in-house and for clients.
- Organized leadership seminars and conducted new employee onboarding and training.
- Screened resumes and interviewed over 100 candidates for various positions.

○ **EEC (Enbee Education Center), Vapi, Gujarat, India**
Tutor

Feb 2022 - Apr 2022

- Assisted in developing successful educational improvement plans to address the needs of individual students.
- Spearheaded tutoring workshops and collaborative projects to help student groups.
- Helped a small group of students to improve performance and understanding with targeted instructions.
- Coached IELTS Tutee in Time Management, proper study skills and notetaking.
- Guided students to define and plan academic goals and milestones to support their progress.

○ **Minds Healer, New Delhi**

Oct 2021 - Nov 2021

Crisis intervention and consultation

- Worked through a team in analyzing case studies and providing solutions for the same. Using methods like interview, home-interventions and in sessions intervention methods.

ACADEMIC PROJECTS

➤ **Dissertation: Impact of spirituality at workplace | University of East London**

Explored the influence of spirituality in the workplace through qualitative research, interviewing employees across the UK. Analysed data using thematic mapping and scoring techniques.

➤ **Met Office | University of East London:** Implemented strategies to address change resistance and foster change readiness among employees at the Meteorological Department of the United Kingdom.

➤ **Omni RMS | University of East London:** Recommended specific interventions to thoroughly investigate and resolve concerns regarding burnout and the well-being of employees within the framework of Omni RMS.

➤ Addressed leader power misuse, low motivation, engagement issues, reported conflicts, trust concerns, high stress, and low resilience in staff using Maslow's Hierarchy of Needs and Thomas Kilmann's Conflict Mode Instrument.

SKILLS

- Recruitment
- Problem Solving
- Evaluation and Assessments
- Consulting
- Communication
- Leadership
- Data analysis
- Conflict resolution
- Training and Development

SUMMARY

- ❖ Results-oriented professional with a master's in business psychology and expertise in leveraging psychological principles for Human Resources. Proven success in talent management, employee engagement, and organizational development. Skilled in using psychometric tools, data-driven approaches, and conflict resolution to optimize workplace dynamics. Committed to ethical practices and continuous professional development. Ready to contribute strategic HR solutions for individual and organizational growth.