**Sandhya Anand MBA, PHR**

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*Microsoft Certified Data Science professional with Master’s degree in Business Management, passionate in Data Science a*nd Analytics including Machine Learning, Data Mining, and Statistical Analysis.

**TECHNOLOGY SKILLS**

Excel, Power BI, Tableau, Libraries: dplyr, ggplot2, corrplot, Hmisc, RcmdrMisc, VIM, caret, mice and Random Forest, SQL, Basic Python, SAP HR module, Application tracking system: CATS.

**Skills Summary**

* Perform requirements analysis, create functional specifications including use case diagrams, use cases, user stories, business process flows, wireframes, activity diagrams, ER diagrams**,** sequence diagrams, and data flow diagrams.
* Analyze complex data sets, data cleaning and data manipulation and transformation using R programming language.
* Use Tableau to Analyze and visualize data in the form of charts, plots and maps.
* Perform statistical analysis using Excel, Power BI, and R Programming.
* Data modelling in Power BI Desktop, transforming data using Power BI desktop, working with multiple visualization in Power BI desktop.
* Visualizing data (Histogram, Density plots, Scatter plots, box plots) using Power BI dashboards, ggplot in R, Querying data using T-SQL.
* Identifying correlations and intercorrelations in R.
* Build predictive models (linear, logistical, Random forest, boosted models) in R and Azure ML and Testing and evaluating models.
* Good knowledge of Python.
* Experience in Power query, Power Pivot and Power View.
* Experiencing in configuring SAP HCM- Personnel administration and Organizational management.
* Experience in Screening, Interviewing, Salary negotiation, extending employment offer, and other administrative components involved in full lifecycle recruiting.
* Recruited for Microsoft (teams: Online safety, Azure, Windows, Bing) Nordstrom, Tableau software and Savers. Hired for roles from Junior to Senior software developers, content managers, Business Analysts, Data Analysts

**Projects**

**House Sales Price Prediction** **April-Current**

Kaggle.com

## This project focuses on predicting the sales price of the houses in AMES IOWA. There were 79 features across 1500 samples. Summary statistics, exploratory analysis were used to understand the relationship between “SalesPrice” and features. I used R programming to explore, visualize and build the models. Cross validation was used to test the model. Linear, Lasso Regression, Radom forest and XGBoost models were used. The final model with least Root Mean Square Error was selected. In this case it was XGBoost.

**Loan Repayment rate for the College students Oct.2017**

EDX.org

The goal of this capstone project is to predict the future earnings of the students, a set number of years after they initially enrolled in the college**.**

* There were 298 features across 17,107 samples. Summary Statistics and exploratory analysis were used for understanding the features and their impact on output variable. Out of these 298 features, 198 were categorical features and 100 numerical features that were evaluated.
* Feature selection was made to identify variables that are key for the model. Correlation and Inter correlation was used to filter out numerical features, and Chi-square test was used to identify key categorical features. Final feature set contained 11 independent variables.
* Data exploration was done using ggplots (Bar plots, Line plots) and corrplot
* Using the R programming language, various models were built (Linear, Random forest, Boosted Random forest). The model parameters were fine-tuned and model with least RMSE (Root Mean Square Error) was selected.

**PROFESSIONAL Experience**

**I resigned my recruiter job for a career in Information Technology.**

**Allyis, Inc | Kirkland WA, US** **Aug** **2015 – Feb.-2017**

**Technical Recruiter**

* Identified potential candidates using candidate referrals, networking, internal database, LinkedIn, Dice, Monster and other web sourcing tools.
* Recruiting contract, contract-to-hire professionals from Jr. Level to senior level for Microsoft, Nordstrom, and Savers.
* Responsible for making initial contact with candidates including developing a relationship and establishing credibility, pitching job opportunities, and assessing candidates’ personality and technical experience. Perform detailed reference checking and reference analysis on selected candidates and review results with hiring managers.
* Extended offers of employment to selected candidates within the guidelines of compensation policy.
* Managing the presentation, selection, offer, negotiation, closing, and administrative components involved in full lifecycle recruiting.
* Recruiting: Jr. Software Engineers,Net Developers, UI developers, Front-end Developers, Software Test Engineers, Data Analyst, BI Developers, Buy desk Analysts, Marketing Data analysts, Business Analysts, Accounts PM, Java/Hadoop developers, Content Schedulers, etc.

**Horizon Consulting | Bothell WA, US** **Oct 2014 - Jan 2015**

**Technical Recruiter**

* Full cycle recruitment in the IT sector for both contract and permanent positions.
* Managing recruitment for Microsoft V- contract positions.
* I actively recruited for Cosmos Developers, SQL BI Developers and QA tester, Project Managers, and much more.
* Evaluate candidates based on the needs of the Hiring Manager to create a match between candidates and job openings.
* List job postings on a variety of channels including job boards, social media platforms (Monster, Dice, LinkedIn, Indeed, Smart Recruiters, LinkedIn Groups, etc.)
* Review qualifications of candidates applying through any of the above channels
* Call candidates and perform phone screens, invite candidates to the office for an in-person interview, submit candidates to the Vendor companies through the Business Development Manager.
* Schedule interviews with the candidates and provide timely feedback to candidates.
* Negotiate compensation packages with vendor companies, candidates and extend offers.
* Experience working on requirements with C2C, 1099, W2, Contract and Fulltime roles.

**MyNetwork May 2014 - Sep 2014**

**Intern RECRUITER**

MyNetwork is a personal network management platform offering assistance to college students and professionals to navigate the world of professional networking.

* Manage full cycle recruiting that encompasses sourcing, screening, hiring, and onboarding of both technical and nontechnical candidates.
* Identify the critical skills required for each vacancy along with key factors the hiring manager has identified.
* Employ the online job boards like LinkedIn, indeed.com and other resume databases to seek out and contact candidates.
* Manage Applicant Tracking System for all interviews and potential new hires, as well as prepare and process new hire documentation.
* Evaluate resumes and phone screens with potential candidates for the level of interest, qualification and compensation requirements and arrange interviews with hiring managers and senior management team.
* Negotiate and extend offers to successful candidates and manage the onboarding process.
* Effectively communicate regarding candidate inquiries, ensure strict timeline adherence, and collaborate with colleagues.

**GigaWatt** **Nov 2013 – May 2014**

**Intern Recruiter & Coordinator**

* A successful online crowdfunding platform that launches “blitz fundraising” campaigns to support students and college campus organizations.
* Directed a staff of six Talent Scouts, developed and implemented processes to uphold an effective recruiting strategy, and posted employment openings, conducted interviews, hired and on-boarded qualified individuals.
* Conceptualized and designed job descriptions for encompassing roles, evaluated and recommended feasible improvements, and partnered with other professionals to function cohesively in a productive work environment.
* Ensure optimal accuracy and completeness of documents and employee files and adhere to all laws and policies.

**[SAP HR Associate (Internship)](https://www.linkedin.com/search/results/index/?keywords=Simbiz%20Software%20Solutions)**

#### [Simbiz Software Solutions](https://www.linkedin.com/search/results/index/?keywords=Simbiz%20Software%20Solutions) **[May 2012 – Aug 2012](https://www.linkedin.com/search/results/index/?keywords=Simbiz%20Software%20Solutions)**

[Michigan, USA](https://www.linkedin.com/search/results/index/?keywords=Simbiz%20Software%20Solutions)

Our five-member project team was involved in successful customization and configuration of different SAP HR submodules like Personnel Administration, Organization management, Payroll, Time management, Benefits, and Personnel development.

My focus was on Personnel administration and Organizational management.

Main job responsibilities:

* Understanding the business requirements by interacting with the stakeholders, technical teams.
* Defined the enterprise structure, personnel structure, and pay scale structure.
* Defined Personnel data and payroll data for administrative and payroll perspective.
* Defined payscale types, areas, group levels and salary ranges, setting up of the payroll period and set up pay scale reclassification.
* Maintained Employee Data edited Info types, familiar with Fast Entry and Dynamic Actions.
* Defined the authorizations for Master data maintenance and Personnel number assignment for  
  employees being hired.
* Configured employee subgroup grouping for the personnel calculation rule to allow one wage type to  
  be processed in diverse ways in payroll accounting.
* Created and maintained the Organizational structure objects like the organizational unit, jobs, and  
  positions.
* Configured the Info groups for each of the objects like Organization Units, Jobs, and Positions, etc.
* Used feature PLOGI to integrate Organizational Management with Personnel Administration   
  to automatically transfer data between modules.

**Education**

**Master of Business Administration ICFAI University**

**Bachelor of Science**

**TRAINING and certifications**

**MICROSOFT PROFESSIONAL PROGRAM IN DATA SCIENCE (Mar. 2017-Oct.2017)**

## Microsoft Certification in Analyzing and Visualizing Data with Power BI

## Microsoft Certification in Programming with R for Data Science

## Microsoft Certification in Applied Machine Learning

## Microsoft Certification in Essential Statistics for Data Analysis using Excel

## Microsoft Certification in Querying with Transact-SQL

## Microsoft Certification in Data Science Orientation

**Certificate in Business Analysis-ONLC**

## Algorithm and Data structure: KAL Academy

**Tableau 10 A-Z: Hands-On Tableau Training for Data Science-Udemy**

## PHR Certification-Human Resource Certification Institute

**SHRM-CP Certification-SHRM**

**SAP ERP Human Capital management ECC 6.0**