


Srujan Shekar Shetty

Chicago, IL

+1-312-371-2938 ✉ srujansshettyofficial@gmail.com  <https://linkedin.com/in/srujansshetty>

 <https://github.com/SrujanSShetty>  <https://srujansshetty.github.io/PortfolioWebsite/>

EDUCATION

Illinois Institute of Technology | *Master of Science, Data Analytics & Management (GPA: 3.6/4.0)*

May 2025

SKILLS

- **Programming Languages:** Python, R, Java, C/C++, JavaScript, TypeScript, HTML/CSS, Linux, OOPS, React, Flask
- **Data Engineering & Cloud:** SQL, Apache Spark, PySpark, Kafka, AWS (S3, Glue, Lambda, Athena, QuickSight), Salesforce, GCP (BigQuery, Cloud Storage), Azure Data Lake, Snowflake, MongoDB, Terraform, Docker, Kubernetes
- **HRIS & Reporting Tools:** Ciepai, SuccessFactors (Compensation, LMS, Talent Acquisition), Microsoft Excel, Word, PowerPoint, Microsoft Access, UAT, Regression Testing, SOP Development, Knowledge on Workday, ADP Workforce now.
- **Visualization & BI Tools:** Power BI, Looker, Tableau, Plotly, Matplotlib, Seaborn, Jupyter Notebook
- **Development & DevOps Tools:** Git, VS Code, GitHub, CI/CD fundamental

WORK EXPERIENCE

ITM Smart Lab, Illinois Institute of Technology | *Big Data Engineer*

Jan 2025 - Present

- Developed 7 ETL pipelines using **PySpark/Scala and MariaDB(SQL)** to translate raw data into optimized insights, increasing processing speed by 40%.
- Optimized lab infrastructure by deploying **15 GPU-enhanced** servers and configuring KVM switches for improved system performance.
- Compressed and optimized 1M+ sales and employee records using Iz4/Snappy/Brotli, **cutting storage needs by 25%**.
- Applied secure Git/OAuth2 development practices to align with compliance protocols.

NetConnect Global | *Business Intelligence Analyst*

May 2022 - Jul 2023

- Partnered with **cross-functional teams** to design 10+ HR dashboards, turning complex data into actionable client insights.
- Transformed HR data (lifecycle, compensation, recruitment) using **SQL** into dashboards in **Power BI** for **workforce planning** and **talent strategy** with **RBAC implementation**.
- Built **ad-hoc** and recurring **HR dashboards** to track employee progression, pipeline health, and campaign ROI, incorporating **A/B testing** to evaluate effectiveness of **workforce strategies**.
- Generated **workforce reports** using **CEIPAL ATS**, a platform similar to **Workday**.
- Streamlined analysis of 15K+ records following **Data Governance** using **SQL** and **Python**, enhancing report clarity and speed.
- Maintained **95%+ KPI** accuracy via SQL/Power Query validation pipelines for strategic reporting.
- Improved **Power BI** performance with optimized **DAX** and query folding techniques.
- Optimized HR data in **Snowflake** for ML and secured **APIs** with **RBAC**.

Aspire Tele-Solutions | *Data Analyst*

Sep 2021 - Apr 2022

- Built **Tableau dashboards** for clients like OLA, streamlining reporting workflows and improving insight delivery.
- **Automated HRIS reports** using pivot tables, formulas, and VBA, enhancing data tracking and usability.
- Conducted **data integrity** checks across multiple datasets using **SQL** and **Power Query**, improving reporting accuracy.
- **Translated** complex requirements into effective visual analytics, supporting better business decisions.

PROJECT EXPERIENCE

CareerConnect Platform: Career Services Automation Solution, *Illinois Institute of Technology*

- Built **SQL** and **Python** scripts for career services data (appointments, resumes, student journeys) to support people analytics.
- Created **Power BI** dashboards with **DAX** and explored **Power Automate** workflows for job-matching and communications.

People Analytics Chicago – LinkedIn Data ETL & Community Dashboard, *People Analytics Chicago Community*

- Built a web-based **Looker Studio** dashboard using **LinkedIn group data** to visualize member experience, roles, companies, and geographic distribution.
- Executed full ETL pipeline with **PhantomBuster** and **Google Sheets**, designed **dashboard** layout from scratch and deployed via **Google Sites** using a no-code stack.

Workforce Attendance & Presence Analytics Dashboard

- Built a **Power BI** dashboard to track attendance, WFH trends, and sick leave using multi-month HR data.
- Applied **Power Query** for **advanced data transformation**, cleaning, and dynamic **data modeling**.
- Designed interactive metrics and visuals to help HR optimize **workforce planning** and facility use.

Employee Attrition Prediction & Explainable AI for HR Strategic Insights

- Developed **ML pipelines (XGBoost/LightGBM)** with feature engineering and **SMOTE**, delivering **high F1/AUC-ROC** for **attrition prediction**.
- Used **SHAP/LIME** to reveal attrition drivers, enabling HR to implement targeted, data-driven retention strategies.