


Srujan Shekar Shetty

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EDUCATION

Illinois Institute of Technology | *Master of Science, Data Analytics & Management (GPA: 3.66/4.0)*

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:** Ciepál, 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.
- Generated **workforce reports** using **CEIPAL ATS**, a platform similar to **Workday**.
- Streamlined analysis of **15K+ records** 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.

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*

Apr 2025 - Present

- Architected and implemented a comprehensive data pipeline to automate Illinois Tech's career services people data, including Appointment tracking, resume analysis, and student journey monitoring using Python **ETL** processes and **SQL** database integration.
- Developed interactive **Power BI** dashboards with advanced **DAX** measures to track placement rates and service utilization, while creating **Power Automate** workflows for personalized job matching and automated 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.