

# SUKESH SINGLA

HR Analytics Specialist | Workforce Planning Analyst | Business Intelligence Professional

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Currently: Faridabad, India | Target Location: Dubai, UAE

Immediate Availability | Valid Passport: P4846924 | Open to Visa Sponsorship



## PROFESSIONAL SUMMARY

HR Analytics and Workforce Planning professional with 13+ years of combined experience in data analytics, financial reporting, and operations management. Proven expertise in workforce optimization, payroll analytics, budgeting, and data-driven decision-making.

**Recent Achievement:** Developed comprehensive HR Analytics Dashboard analysing 3,000+ employee records, projecting \$450K+ annual savings through workforce interventions and retention strategies. Built Dubai Real Estate Market Dashboard analysing 50,000+ property transactions, demonstrating deep understanding of Dubai's real estate landscape.

### Core Strengths:

- **Workforce Analytics:** Manpower planning, attrition prediction (87% ML accuracy), retention strategies, employee segmentation
- **Financial Analysis:** 7+ years managing budgeting, payroll reporting, cost optimization, and variance analysis
- **Business Intelligence:** Power BI expert with 130+ custom DAX measures, KPI development, executive dashboards
- **Operations Management:** Currently managing 500+ individuals with real-time performance tracking and resource allocation

**Technical Proficiency:** Power BI (Advanced), Python, SQL, Machine Learning, Excel (VBA, Financial Modelling), DAX, Statistical Analysis

## KEY ACHIEVEMENTS RELEVANT TO THIS ROLE

### ⊕ WORKFORCE COST OPTIMIZATION

Projected \$450K annual savings through data-driven HR interventions, identifying 429 high-risk employees and developing targeted retention strategies based on predictive analytics.

### ❖ HR ANALYTICS & WORKFORCE INSIGHTS

Engineered enterprise-grade HR dashboard analysing 3,000+ employee records with 60+ custom metrics covering attrition, satisfaction, demographics, compensation analysis, and departmental trends.

### ℳ WORKFORCE SEGMENTATION & PLANNING

Implemented K-Means clustering segmenting workforce into 4 behavioral groups, enabling targeted manpower strategies and resource optimization.

### ⌚ FINANCIAL REPORTING & BUDGETING

7+ years managing financial reporting, monthly reconciliations, budget forecasts, and cost analysis (Accounts Executive, 2011-2018).

### ❖ OPERATIONAL EXCELLENCE

Reduced operational incidents by 25% and improved satisfaction by 30% through data-driven resource allocation for 500+ individuals.

### ↓ DUBAI REAL ESTATE MARKET EXPERTISE

Built comprehensive dashboard analysing 50,000+ Dubai property transactions, demonstrating understanding of local market dynamics and investment trends.

## CORE COMPETENCIES ALIGNED TO ROLE

### Workforce Planning & Analytics

- Manpower budgeting and forecasting
- Headcount optimization and workload analysis
- Workforce trend analysis and reporting
- Attrition prediction and retention planning
- Employee segmentation and behavioral analysis

### Financial & Payroll Analytics

- Budget preparation and variance analysis
- Cost optimization and ROI analysis
- Monthly financial reporting and reconciliation
- Payroll expense tracking and forecasting
- Department-wise cost breakdowns

### Business Intelligence & Reporting

- Power BI dashboard development
- KPI design and performance tracking
- Executive presentation and data storytelling
- Predictive analytics and ML modelling
- Real-time reporting systems

## RELEVANT ANALYTICS PROJECTS

### DUBAI REAL ESTATE PRICE PREDICTOR | Live Demo: [Dubai Property Price Predictor - Streamlit](#)

GitHub: [Sukesh1985/dubai-property-predictor: AI-powered Dubai real estate price prediction web app](https://github.com/Sukesh1985/dubai-property-predictor)

- Developed full-stack web application with 4-page navigation and multi-feature analytics
- Built property comparison tool enabling side-by-side analysis of 2-3 properties
- Created market insights dashboard with location, type, and size impact analysis
- Implemented investment calculator with ROI, rental yield, and timeline projections
- Tech Stack: Python, Streamlit, Pandas, NumPy, Git/GitHub, Streamlit Cloud
- Overcame multiple deployment challenges including dependency conflicts and file optimization
- Result: Production-ready application with 4 pages, 10+ features, professional UI/UX

### HR ANALYTICS DASHBOARD WITH MACHINE LEARNING | October 2025

Power BI, Python, Machine Learning, DAX, Workforce Analytics

GitHub: [github.com/Sukesh1985/HR-Analytics-Dashboard-ML](https://github.com/Sukesh1985/HR-Analytics-Dashboard-ML)

- Developed comprehensive HR analytics framework analysing 3,000+ employee records with 87% attrition prediction accuracy using Random Forest ML algorithm.
- Created 60+ custom DAX measures across 6 interactive dashboards covering workforce demographics, attrition trends, compensation analysis, and department-wise performance metrics.
- Implemented K-Means clustering for workforce segmentation into 4 behavioral groups enabling targeted manpower planning.
- **Delivered actionable insights projecting \$450K annual cost savings through proactive retention programs and optimized workforce composition.**

# DUBAI REAL ESTATE MARKET ANALYSIS DASHBOARD | September 2025

Power BI, Market Analytics, Financial Analysis, DAX

GitHub: [github.com/Sukesh1985/Dubai-real-estate-Power-BI](https://github.com/Sukesh1985/Dubai-real-estate-Power-BI)

- Analysed 50,000+ Dubai property transactions demonstrating deep understanding of local real estate market dynamics, pricing trends, and investment opportunities.
- Designed 5 interactive dashboards with 40+ custom financial metrics including price per sq. ft analysis, YoY growth trends, ROI calculations, and location-based segmentation.
- Delivered strategic insights on market trends and premium investment zones relevant to Dubai Holding's real estate portfolio.

## PROFESSIONAL EXPERIENCE

### Operations / Accommodation Coordinator | K.R Mangalam University, Gurgaon

November 2022 – Present

#### Workforce & Resource Management:

- Manage daily operations and resource allocation for 500+ residential students including accommodation planning, facility management, and safety protocols.
- Maintain real-time workforce performance databases and compile daily/weekly/monthly operational reports with KPI dashboards.
- Conduct root cause analysis and data-driven resource optimization reducing operational incidents by 25% and improving satisfaction by 30%.

#### Analytics & Reporting:

- Developed Hostel Management System (Python, MySQL) managing 500+ records with automated allocation and attendance tracking.
- Reduced administrative processing time by 40% through automation and streamlined workflows.

### Student Affairs & Hostel Supervisor | Rai Technology University, Bangalore

March 2018 – October 2022

- Supervised 400+ resident students with comprehensive performance tracking systems.
- Maintained detailed operational logs tracking incidents, maintenance requests, compliance metrics, and performance KPIs in real-time.
- Achieved 95% complaint resolution satisfaction through systematic problem-solving and process improvements.

### Accounts Executive | Bankey Bihari Industries, Faridabad

May 2011 – February 2018

#### Financial Management & Reporting:

- Managed comprehensive financial operations including accounts receivable/payable, vendor reconciliation, and financial record-keeping.
- Prepared monthly financial reports, budget forecasts, and variance analysis using Advanced Excel.
- Analysed dispatch data and planned production schedules optimizing workflow efficiency by 20% through data-driven resource allocation.
- Collaborated with department heads to align budget forecasts with business objectives.

## TECHNICAL SKILLS

### Business Intelligence & Analytics:

Power BI (Advanced) | Tableau | Advanced Excel (VBA, Macros, Financial Modelling) | DAX | Power Query | SQL | Data Visualization | KPI Development.

### Data Science & Machine Learning:

Python (Pandas, NumPy, Scikit-learn) | Machine Learning (K-Means, Random Forest) | Predictive Analytics | Statistical Modelling.

### Workforce & Financial Analytics:

Workforce Planning | Manpower Budgeting | Payroll Analytics | Cost Optimization | Variance Analysis | Trend Forecasting | Performance Metrics.

## EDUCATION

### Master of Computer Applications (MCA) | 2007-2010

Mangalam School of Management & Technology

### Bachelor of Computer Applications (BCA) | 2004-2007

Mangalam School of Management & Technology

## PROFESSIONAL CERTIFICATIONS

**Data Science & Analytics:** Master Certificate Data Science Bootcamp (Simplilearn) | Master Certificate Data Analysis (Simplilearn) | Data Science with Python (Simplilearn) | Data Science with R (Simplilearn) | Business Analytics with Excel (Simplilearn) | SQL for Data Science (Simplilearn) | Statistics Essential for Data Science (Simplilearn) | Career Essentials in Data Analysis (Microsoft & LinkedIn)

**Machine Learning & AI:** Machine Learning Advanced Certification (Simplilearn) | Deep Learning Certification (Simplilearn) | Generative AI for Data, Tech & Finance (Hero Vired) | One Million Prompters Initiative (Dubai Future Foundation)

**Business Intelligence & Visualization:** Power BI Certification (Simplilearn) | Power BI Certificate (Tech Tips) | Power BI Completion (PwC Switzerland - Forage) | Tableau Desktop Certification (Simplilearn) | Data Visualization with Python (IBM - Simplilearn)

**Programming & Development:** Programming Basics & Data Analytics with Python (Simplilearn) | DevOps Certification (Simplilearn) | Kubernetes Certification (Simplilearn) | RPA Certification (Simplilearn)

**Industry Simulations:** British Airways Data Science Simulation (Forage) | Deloitte Data Analytics Job Simulation (Forage) | Goldman Sachs Excel Skills (Forage) | Data Analyst Capstone (Simplilearn)

## WHY DUBAI HOLDING REAL ESTATE?

- Proven HR Analytics Expertise:** Recent comprehensive project demonstrating workforce planning and cost optimization capabilities.
- Dubai Market Knowledge:** Built detailed Dubai real estate market dashboard showing understanding of local dynamics.
- Financial Background:** 7+ years managing budgets, financial reporting, and cost analysis.
- Immediate Availability:** Ready to relocate to Dubai immediately with valid passport.
- Cultural Alignment:** Seeking long-term opportunity in Dubai to contribute to world-class real estate organization.

Languages: English (Fluent), Hindi (Native)

Target Roles: HR Analytics Specialist | Workforce Planning Analyst | Business Intelligence Analyst