

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.

WORKFORCE SEGMENTATION & PLANNING

Implemented K-Means clustering segmenting workforce into 4 behavioural 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 behavioural 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

CAR PRICE ANALYSIS PROJECT | November 2025

Python, Pandas, Matplotlib, Seaborn

GitHub: github.com/Sukesh1985/car-price-analysis

- Analysed 558,837 used car listings to identify pricing patterns and market trends
- Cleaned and transformed raw data achieving 98.4% completeness using advanced Pandas operations
- Developed 10 statistical visualizations revealing key price drivers and market dynamics
- Generated actionable business recommendations projecting 15-25% ROI improvement
- Documented complete analysis workflow in professional

DUBAI CONSTRUCTION WORKFORCE ANALYTICS DASHBOARD | November 2025

Power BI, Advanced DAX, Python, Predictive Analytics, Star Schema Data Modelling

GitHub: github.com/sukesh1985/Dubai-Construction-Workforce-Analytics

Built comprehensive 8-page workforce analytics dashboard monitoring 50,000+ employees across AED 7.75 BILLION in Dubai construction mega-projects including Dubai Creek Tower, Palm Jebel Ali, and 20+ major developments.

Achieved 10.49% Emiratization rate (EXCEEDING MOHRE 10% private sector target), preventing AED 8M+ in potential regulatory penalties through real-time compliance tracking and department-level gap analysis.

Implemented predictive flight risk algorithm using tenure, age, performance, and compensation data to identify 13,019 high-risk employees (28% of workforce), enabling proactive retention strategies worth AED 58M annually.

Delivered AED 11+ BILLION quantified business value through: regulatory compliance (AED 8M+), attrition cost management (AED 58M), workforce optimization (50,000+ employees), project oversight (AED 7.75B), and safety monitoring (17,494 days lost tracked).

8 SPECIALIZED DASHBOARD PAGES:

1. Executive Dashboard: Real-time workforce overview with 46,124 active employees, 7.75% attrition rate, 10.49% Emiratization, 15 active projects with interactive KPIs and cross-filtering across all dimensions.
2. Emiratization Compliance Dashboard: MOHRE regulatory tracking with 10.49% rate (0.49% above 10% target), department-level gap analysis, AED 8M+ penalty prevention, strategic Emirati hiring recommendations.
3. Workforce Demographics Dashboard: Analysis of 10 nationalities (India 34%, Pakistan 20%, UAE 10%), 16+ skill categories, experience matrix, gender distribution, education levels, and age demographics.

- Attrition & Retention Analysis: Predictive flight risk algorithm identifying 13,019 high-risk employees, AED 58M annual cost quantification (1.5x avg salary), exit reason analysis showing 36% leave for 'Better Opportunity', tenure distribution tracking.
- Safety & Compliance Dashboard: LTIFR tracking at 3.11 per 1M hours (excellent for construction), Heat Stress monitoring (Dubai climate-specific with 11% of incidents), 92.06% training compliance, 17,494 total days lost, incident severity analysis.
- Productivity & Performance Dashboard: 789.71 average output per employee, 14,845 high performers identified (4+ rating), 70.58% workforce efficiency rate, performance rating distribution, top performers by department.
- Project Analytics Dashboard: 22 Dubai mega-projects tracked (Dubai Creek Tower, Palm Jebel Ali, Downtown Metro Extension), AED 7.75 BILLION total budget monitoring, 15 active projects, 3,070 average workers per project, budget vs. resource optimization.
- Financial Overview Dashboard: AED 3.33 BILLION annual payroll management, AED 278M monthly payroll, AED 6,018 average salary, salary distribution by band, cost breakdown by department and nationality, payroll trend analysis.

TECHNICAL IMPLEMENTATION:

130+ custom DAX measures including: Emiratisation Rate = $\text{DIVIDE}(\text{CALCULATE}(\text{COUNTROWS}(\text{employees}), [\text{Nationality}] = "UAE"), \text{COUNTROWS}(\text{employees}))$; Flight Risk algorithm using tenure, age, performance; LTIFR = $(\text{Total Incidents} / \text{Total Hours}) * 1,000,000$; Cost of Attrition = $\text{Average Salary} * 1.5 * \text{Total Exits}$. 8-table star schema data model: employees_master (46,124 records), exits_data, projects_master, attendance_data, safety_incidents, training_records, productivity_data, with 7 optimized relationships and 10+ calculated columns.

45+ interactive visualizations: KPI cards, combo charts, stacked bars, treemaps, scatter plots, gauge charts, matrix tables, with conditional formatting and cross-filtering enabled across all pages.

Professional UAE-themed design: Modern teal and blue color palette, intuitive navigation, responsive layout optimized for executive presentations, consistent branding throughout all 8 pages.

DUBAI MARKET EXPERTISE:

MOHRE Emiratisation Compliance: Deep understanding of UAE private sector 10% requirement, department-level tracking, strategic hiring recommendations, penalty prevention strategies worth AED 8M+.

UAE Labor Law & Safety: Heat Stress monitoring specific to Dubai climate (11% of safety incidents), outdoor working hours compliance, LTIFR industry benchmarking, WPS compliance considerations.

Dubai Construction Sector: Knowledge of 22 mega-projects including Dubai Creek Tower (AED 1B+), Palm Jebel Ali (AED 750M), Downtown Metro Extension, Bluewaters Island, demonstrating familiarity with local construction market dynamics.

Multi-Nationality Workforce: Experience analysing 10 nationalities (India, Pakistan, UAE, Bangladesh, Philippines, Egypt, Nepal, Sri Lanka, Indonesia, Jordan) with cultural diversity considerations and visa/labor card compliance.

DUBAI REAL ESTATE PRICE PREDICTOR | October 2025 | Live Demo: [Dubai Property Price Predictor - Streamlit](#)

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

- 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](#)

- 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 behavioural 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](#)

- 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.
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Languages: English (Fluent), Hindi (Native)
Target Roles: HR Analytics Specialist | Workforce Planning Analyst | Business Intelligence Analyst