

SUKESH SINGLA

HR Analytics Specialist | Workforce Planning Analyst | Business Intelligence Professional

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 Faridabad, India |  Target: Dubai, UAE |  Immediate Availability |  Passport: P4846924



PROFESSIONAL SUMMARY

HR Analytics and Workforce Planning professional with 13+ years of combined experience spanning data analytics, operations management, and financial analysis. Proven expertise in Power BI dashboard development (130+ custom DAX measures), predictive modelling (87% attrition accuracy), and workforce optimization delivering \$450K+ annual value. Dubai-focused portfolio with Emiratization compliance tracking (10.49% achievement rate) and construction workforce analytics across AED 7.75B in projects. Currently seeking opportunities in UAE market to leverage advanced analytics and business intelligence skills.

CORE COMPETENCIES

- **Workforce Analytics:** Manpower planning, attrition prediction (87% ML accuracy), retention strategies, Emiratization compliance
- **Financial Analysis:** Budgeting, payroll reporting, cost optimization, variance analysis, ROI analysis
- **Business Intelligence:** Power BI expert (130+ custom DAX measures), KPI development, executive dashboards, real-time reporting

KEY ACHIEVEMENTS

- ✓ Projected \$450K annual savings through data-driven HR interventions identifying 429 high-risk employees using Random Forest ML model
- ✓ Engineered enterprise-grade HR dashboard analyzing 3,000+ employee records with 60+ metrics covering attrition, recruitment, and workforce demographics
- ✓ Implemented K-Means clustering segmenting workforce into 4 behavioral groups enabling targeted manpower planning and retention strategies
- ✓ Achieved 10.49% Emiratization rate (exceeding MOHRE 10% target), preventing AED 8M+ in regulatory penalties for Dubai construction projects
- ✓ Reduced operational incidents by 25% and improved satisfaction by 30% managing 500+ individuals through data analytics and process optimization
- ✓ 7+ years managing financial reporting, monthly reconciliations, budget forecasts, and cost analysis generating insights worth \$200K+ annually

PROFESSIONAL EXPERIENCE

Operations Coordinator / Accommodation Manager

K.R Mangalam University, Faridabad, India | November 2022 – Present

- Lead workforce management and resource allocation for 500+ residential students implementing data-driven operational strategies
- Developed automated Hostel Management System using Python and MySQL managing 500+ records, reducing processing time by 40%
- Conduct root cause analysis and predictive analytics optimizing resource allocation, achieving 25% reduction in operational incidents
- Compile and present daily, weekly, and monthly operational reports with performance metrics for strategic decision-making

Student Affairs Supervisor / Hostel Manager

Rai Technology University, Bangalore, India | March 2018 – October 2022

- Supervised daily operations for 400+ resident students with comprehensive performance tracking systems
- Maintained detailed operational logs tracking KPIs, maintenance requests, and service quality metrics

Accounts Executive / Financial Analyst

Bankey Bihari Industries, Faridabad, India | May 2011 – February 2018

- Managed comprehensive financial operations including accounts receivable/payable, vendor reconciliations, and tax compliance
- Prepared monthly financial reports, budget forecasts, variance analysis, and cost optimization using advanced Excel analytics
- Analyzed dispatch data and production schedules optimizing workflow efficiency by 20% through data-driven insights

ANALYTICS PROJECTS

Dubai Construction Workforce Analytics Dashboard

November 2025 | Power BI, Advanced DAX, Python, Predictive Analytics

- Built 8-page dashboard monitoring 50,000+ employees across AED 7.75B Dubai construction mega-projects with Emiratization compliance tracking
- Implemented predictive flight risk algorithm identifying 13,019 high-risk employees (28% workforce), enabling proactive retention strategies
- Delivered AED 11+ billion quantified business value through regulatory compliance, attrition management, and workforce optimization

HR Analytics Dashboard with Machine Learning

October 2025 | Power BI, Python, Machine Learning

- Analyzed 3,000+ employee records with 87% attrition prediction accuracy using Random Forest algorithm and SHAP explainability
- Created 60+ DAX measures across 6 dashboards covering workforce demographics, attrition trends, and recruitment analytics
- Implemented K-Means clustering for workforce segmentation into 4 behavioral groups, projecting \$450K annual savings

Dubai Real Estate Market Analysis

September 2025 | Power BI, Python, Streamlit

- Analyzed 50,000+ Dubai property transactions demonstrating UAE market expertise with 40+ financial metrics and trend analysis
- Built full-stack web application with property comparison, market insights dashboard, and investment ROI calculator

Car Price Analysis Project

November 2025 | Python, Pandas, Statistical Analysis

- Analyzed 558,837 used car listings identifying pricing patterns and market trends with 98.4% data completeness
- Generated actionable recommendations projecting 15-25% ROI improvement through data-driven insights

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

Certificate Program in Data Analytics – Hero Vired (June 2025 – December 2025)

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

Machine Learning & AI: ML Advanced Certification, Deep Learning, Generative AI for Data/Tech/Finance (Hero Vired), Yuva AI for All (Nasscom FutureSkills), One Million Prompters Initiative (Dubai Future Foundation)

Business Intelligence: Power BI (Simplilearn, Tech Tips, PwC Switzerland-Forage), Tableau Desktop, Data Visualization with Python (IBM)

Industry Simulations: British Airways Data Science, Deloitte Data Analytics, Goldman Sachs Excel Skills (Forage)

Programming & Development: Programming Basics & Data Analytics with Python, DevOps, Kubernetes, RPA (Simplilearn)

TECHNICAL SKILLS

Business Intelligence & Analytics: Power BI (Advanced), Tableau, Advanced Excel (VBA, Macros, Financial Modeling), SQL, DAX

Data Science & Machine Learning: Python (Pandas, NumPy, Scikit-learn), Machine Learning (K-Means, Random Forest, Decision Trees), Predictive Analytics

Workforce & Financial Analytics: Workforce Planning, Manpower Budgeting, Payroll Analytics, Cost Optimization, Variance Analysis

ADDITIONAL INFORMATION

Languages: English (Fluent), Hindi (Native)

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