

## ARGHYA BHATTACHARYA

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### ACADEMIC CREDENTIALS

Year	Degree	Institute	Score
2022 - 2024	MBA	CMS Business School – Jain University, Bengaluru	79%
2014 - 2017	LLB	Modern Law College, Pune	56%
2011 - 2014	B.Com	Modern College of Arts, Science & Commerce, Pune	63%
2011	ISC	St. Vincent's H.T. School, Asansol	61%
2009	ISCE	St. Patrick's H.S. School, Asansol	63%

### WORK EXPERIENCE

#### Shoppers Stop Pvt. Ltd.

Bengaluru

##### HR Intern

June '23 – August '23

- Managed end-to-end recruitment process including sourcing, screening, selection, and on-boarding of 30+ candidates.
- Implemented automation tools (Talocity, Zwayam, and On-Grid) to optimize and streamline selection and onboarding.
- Designed and implemented internship program, resulting in 30% increase in internship applications year on year.
- Resolved 75% of employee concerns related to Performance and Leave Reviews (PLRs), compensatory time off (comp off), and salary discrepancies within an average turnaround time of 2 business days
- Assisted in the recruitment process by screening resumes, conducting initial interviews, and coordinating candidate interviews with HR unit head.
- Supported onboarding for 30+ new employees and facilitated bi-weekly orientations with an avg. rating 4 out of 5
- Organized employee engagement activities and events to build positive work culture and foster team camaraderie.

#### Thinkcap Advisors

New Delhi

##### Associate

Dec '21 – Feb '22

- Prepared and executed comprehensive research projects on Business Responsibility and Sustainability Reporting (BRSR), Business Responsibility Reporting (BRR) and Environmental Social Governance (ESGß) for Fortune 500 organizations.
- Orchestrated in-dept research on business prospects of 15+ countries to facilitate expansion of organization's operations.
- Collaborated with Executive Committee to support initiatives concerning Corporate Social Responsibility (CSR) and Taxation Law by contributing to strategic implementation of CSR programs and compliance with taxation regulations.

#### M/S Kale & Shinde Associate

Pune

##### Legal Associate

Nov '17 – Nov '21

- Led proceedings under Sec. 138 of the Negotiable Instruments Act. Achieved a 30% increase in successful resolution rates through effective legal strategies and negotiation techniques.
- Spearheaded 20+ bail proceedings before the Judicial Magistrate First Class and Sessions Court, navigating cases under 20+ sections of the Indian Penal Code. Maintained 80% success rate in securing bail for clients, ensuring swift legal representation and adherence to procedural requirements.
- Conducted extensive legal research to support case development and enhance litigation strategies, improving case outcomes by providing insightful legal analysis and precedents.
- Represented clients in 100+ execution matters and civil and criminal appeals in the District Court. Achieved favorable judgments in 80% of cases, demonstrating exceptional advocacy skills and attention to detail.
- Assisted senior advocate in handling multiple cases in the High Court, Mumbai

### SKILLS & CERITIFCATIONS

- HR Analytics using MS Excel for Human Resource Management
- Workday HCM (Human Capital Management), SAP SuccessFactors, Rippling, Zoho People, Darwin Box
- Six Sigma: White Belt

### PROJECT

- Published a research paper on the topic "A Study on Assessing the Ethical Influence of Artificial Intelligence on Recruitment and Selection Process". (<https://www.jetir.org/view?paper=JETIR2404309>)