

Professional Summary

Results-driven HR Analytics expert with 12+ years of experience in driving business growth through data-driven insights, strategic HR initiatives, and leadership. Proven track record of developing and implementing predictive models, workforce analytics, and total rewards strategies that enhance organizational performance. Certified in Human Resource Analytics, Data Science, and Business Analytics, with expertise in SAS, R, and Microsoft Office.

Professional Experience

Senior Director, HR Analytics & Business Partner

Inazuma.co | January 2020 - Present

Director, HR Analytics & Insights

NexaCorp | June 2018 - December 2019

Key Achievements:

- Developed and implemented a predictive analytics model, resulting in a 25% reduction in employee turnover
- Designed and deployed a comprehensive HR dashboard, enhancing data-driven decision-making across the organization

Responsibilities:

- Led a team of HR analysts in providing actionable insights to business leaders
- Collaborated with cross-functional teams to integrate HR analytics with business outcomes

Senior Manager, Workforce Analytics

Pinnacle Solutions | March 2015 - May 2018

Key Achievements:

- Created a workforce planning framework, resulting in a 15% increase in operational efficiency
- Conducted a compensation and benefits analysis, leading to a 10% reduction in costs

Responsibilities:

- Managed a team of analysts in developing and maintaining HR metrics and reports
- Provided strategic guidance on HR initiatives to senior leadership

HR Business Partner & Analyst

Apex Industries | August 2012 - February 2015

Key Achievements:

- Developed and implemented an employee engagement survey, resulting in a 20% increase in employee satisfaction
- Collaborated with the leadership team to design and deploy a performance management system

Responsibilities:

- Provided HR support to business units, ensuring alignment with organizational goals
- Analyzed HR data to inform business decisions and drive process improvements

Education

Master of Business Administration (MBA), Human Resources

Indian Institute of Management (IIM), Bangalore

Technical Skills

Analytics and Modeling:

- HR Analytics
- Workforce Analytics
- Descriptive Analytics/Business Intelligence
- Predictive Analytics
- Prescriptive Analytics

Software and Tools:

- SAS (Statistical Analysis Software)
- R
- Microsoft Office
- Microsoft Excel
- MIS Reporting

HR and Business:

- Compensation & Benefits
- Human Resources
- Strategy
- HR Policies
- Customer Relationship Management (CRM)
- Total Rewards Strategies

- Redundancy Programmes
- People Analytics

Leadership and Management:

- Project Management
- Team Management
- Training
- Leadership
- Employee Relations
- Talent Management