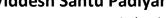
# Viddesh Santu Padiyar





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B. E.(E&E) | PGDM HR | in

Summer Internship Program

Duration: 02 months

Saint-Gobain, Human Resource Intern

April 2024 – May 2024

## **Work Insights Analysis of Abrasives Marketing Group**

- Conducted thorough stakeholder needs assessment engaging with Regional Managers & All India Sales Heads at Grindwell Norton
- Identified key responsibilities for 5 core job roles in Abrasives Marketing Group by extensive job analysis & scanning job descriptions
- Suggested optimisation in time spent by employees on non-value-added activities by 20-40%, aiming to boost the overall efficiency
- Implemented on-field job shadowing for 7 employees from varied job roles across Bangalore, Tamil Nadu, Andhra Pradesh markets
  understanding pain-points & suggested necessary improvements in product trainings & reduction in long chains of communication
- Executed interviews and online surveys with 126 employees nationwide, assessed the data citing inefficiencies in existing HR and marketing techniques to comprehend refined practices in respective domains while developing enhanced onboarding processes

Professional Experience Total Experience: 1 year 5 months

#### **Qubiseed Technologies LLP, Assistant Product Manager**

June 2022 – May 2023

- Managed the Thyroid Diagnosis Application development team, handling process improvement, recruitment & engagement activities
- Executed end-to-end recruitment process for 5 job roles from sourcing till onboarding from 100+ candidates in IT and Non-IT teams
- Conducted job analysis, constructing job descriptions for 4 key mid-level roles analysing the core duties & major organisational goals
- Improved employee efficiency by 10% facilitating team surveys, implementing innovative L&D practices for employee satisfaction
- Transformed acquisition & on-boarding process for the doctors, accounting for 10% increase in doctor memberships within 1 month
- Optimized data accuracy identifying optimal customer base, reducing monthly market spend by 50 thousand in 2 months of joining
- Coordinated 3 cross-functional (5 member) teams within app building and algorithm generation reducing project timelines by 20%
- Designed 3 product development processes for a niche thyroid diagnosis application reducing overall app development time by 30%

# Xenerx Healthcare Pvt. Ltd., Business Consultant

December 2021 – May 2022

- Engaged with leadership teams of top 300 pharma companies nationwide enhancing generic medicine platform membership by 20%
- Organized Campus Recruitment drives in 7 colleges across Goa hosting 1200 applicants for junior management & data analysis roles
- Guided Senior Management of top 15% hospitals in Hyderabad & Bangalore with annual procurement of 5 Cr, over operations cycles
- Collaborated with 2 mega city sales teams strengthening relationships with key stakeholders expanding the customer base by 15%
- Received accolades from 20+ corporate customers for providing exceptional support and resolving 50+ complex issues in 3 months
  of joining, resulting in 20% improvement in customer satisfaction ratings across 15 hospitals from 2 major states of India
- All India business development targeting future business growth prospects in 4 mega cities, streamlining operations across 3 states
- Boosting repeat customer rate by 25% through strategic pricing & discounting strategies, while maintaining stable profitability level
- Launched new revenue channel focusing completely on pharma companies, resulting in 30% increase in revenue within 1 months

# **Academic Achievements**

Year	Degree	Board / University	% / CGPA
2023-2025	PGDM	Goa Institute of Management	71.25
2017-2021	B.E.(E&E)	Goa College of Engineering, Goa University	85.86
2016-2017	HSC	Goa Board of Secondary and Higher Secondary Education	86.16
2014-2015	SSC	Goa Board of Secondary and Higher Secondary Education	90.16

- Secured certificate of completion in Power Bi for beginners from Simplilearn enhancing data visualisation & presentation skills, 2024
- Attained Goa Institute of Management's ACCESS scholarship among top 15% students out of 300 for academic achievements, 2023
- Google academy certified Basic & Advance google analytics helping in identifying current & upcoming trends by data analysis, 2022

### **Select Academic Work**

Campus Connect: Faculty Recruitment Project	Conducted Faculty recruitment process for GIM under dean-academics, identifying appropriate talent acquisition channels for approaching potential faculties from 3 different domains across India, executed entire process from sourcing to shortlisting till credentials verification and preliminary communication, 2024
Healthcare risk mitigation	Developed a Bluetooth remote control vacuum cleaner and sanitization machine helping hospital cleaning workers to work remotely in infectiously prone areas which attracted a grant from GSInC -State body, 2021

#### **Positions of Responsibility**

- Aarambh, Senior committee member of Theatre Group of GIM responsible for team management & external communications, 2024
- OxyGIM, Senior committee member of The Official Band of GIM responsible for event organisation and asset management, 2024
- Drama Club, General Secretary of Drama Club of GEC with 100 members, leading 5 teams to 50+ state & 5 national level competitions winning 40 of them among 50 participating teams, showcasing organizational & leadership skills, 2019
- Fire & Security Association India, organized 10 state and 3 national level events for national FSAI teams as Secretary of student's chapter with a footfall of 500 to 700 and even represented Goa at 2 national conferences among other 20 state members, 2020

#### **Extra-curricular Activities**

Represented Goa twice at national level in street play on world biodiversity day celebration alongside 10 other states, 2018-2019