




KARTHIK SUBRAMANIAN

Accomplished HR professional with an extensive experience of **14 years** of proven career in conceptualizing & implementing effective ideas & strategies through inspiring leadership, rich experience & innovative excellence; targeting to express potential in leadership roles in multiple aspects of **Human Resource Management** with an esteemed organization by leaving a mark of excellence on each step by effectively balancing needs of employees & missions of the organization.

CONTACT

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EDUCATION

- Master of Business Administration (MBA)**
James Cook University, Australia, 2010.
- Master of Computer Application (MCA)**
PSG CAS - Bharathiar University, India, 2008.

CORE COMPETENCIES

- HR Strategic Planning, Roadmap & Thought Leadership
- HR Business Partnering
- Continuous Process Improvement/ Transition & Automation, Transformations
- Organizational Improvisation/ Design & Restructuring
- OD Interventions, L&D, T&D
- HR Policies, Processes, Procedures & Framework Formulation
- Workforce Planning
- Employee Lifecycle Management
- Employee Engagement & Grievance Mgmt.
- Employee Relations, Employee Benefits & Wellness
- Talent & Performance Management & Review
- HR Audits & Compliance
- HR Analytics & Insights
- Diversity & Inclusion
- Stakeholder Relationship Management
- Budgeting & Cost Optimization
- Team Set-up & Stabilization

PROFILE SUMMARY

- Expertise in managing the entire gamut of **HRBP** with notable success in **integrating human resource functions** across multiple locations and with overall Business Goals and Industry Standards. Successfully conceptualized & implemented multiple programs that accelerated efficiency, strengthened employee knowledge, productivity & capabilities, improved leadership & maintained the overall health of a company.
- Successfully implemented a **new performance management system** that **improved employee feedback scores**, fostering a culture of continuous improvement & accountability.
- Acting as an Ambassador of Change**, innovating profitable solutions for various aspects of HRM. Proficient in **transforming processes** and enabling innovations to improve organizational performance & productivity; successfully implemented HRIS across multiple processes.
- Insightful experience in realizing **top & bottom-line results, streamlining operations and heightening employee productivity** by mastering HR situations by liaising with global counterpart for competency building & mobility. Created organization alignment that measured HR objectives to actual business unit success, **increasing employee productivity and increasing annual profit**.
- Managed the strategic framework for **Talent Acquisition, Recruitment & Selection, Legal & Liaison Work, Statutory Compliances** based operations; deep understanding of industry related issues and staff development. Exhibited excellence in formulating policies for workforce planning, internal control, on-boarding & development of new candidates.
- Notable success in creating robust **strategic talent management systems** resulting in a remarkable **decrease in employee turnover rates**, lowering them from **11% to 6% by deploying focused retention strategies** that cultivated a workplace culture centered on engagement & recognition.

WORK EXPERIENCE

GRAAS India	Aug'19 to Jul'24
Senior HR Manager	
Unisoft Infotech, Singapore	Aug'17 to Aug'19
Talent Acquisition Manager	
IT CAN, Singapore	Feb'15 to Jul'17
Senior Recruitment Consultant	
Encora Technologies, Singapore	Jan'14 to Feb'15
Senior Recruitment Consultant	
Helius Technologies Singapore	Apr'12 to Dec'13
Senior Recruitment Consultant	
Encora Technologies, Singapore	Jun'10 to Mar'12
Recruitment Consultant	
KGISL, India	May'08 to May'09
Junior Software Engineer	

TECHNICAL SKILLS

- Peoplesoft
- GreythR
- Cube
- Workday
- HRAPP

PERSONAL DETAILS

Date of Birth: 14th May 1984
Languages Known: English, Tamil

ROLES ACROSS THE CAREER

Strategic Leadership & Organizational Development

- Spearheaded the design and implementation of innovative people strategies and organizational frameworks, effectively addressing business challenges, fostering talent attraction and retention, and aligning human capital initiatives with the company's growth trajectory.
- Developed and executed comprehensive HR policies encompassing recruitment, onboarding, performance management, and employee conduct, ensuring legal compliance and alignment with industry best practices to support organizational goals.
- Forged strong partnerships with business leaders to identify emerging risks, analyze data trends, and design targeted solutions that enhance organizational performance, employee retention, and the overall employee experience, while continuously staying updated on HR best practices.

Performance Management Excellence

- Led the successful execution of the performance development process, incorporating goal-setting, priority alignment, talent reviews, calibration, and the development of clear Key Result Areas (KRAs) and Key Performance Indicators (KPIs) across all levels.
- Identified high-potential employees through the strategic use of the 9-box grid, enabling the creation of tailored development plans and a robust succession pipeline for critical roles within the business unit.
- Directed focused performance discussions, emphasizing the identification of next roles, strengths, development areas, and strategic job assignments for high-potential talent, ensuring alignment with organizational goals and fostering leadership continuity.

Total Rewards & Compensation Strategy

- Conducted thorough job evaluations, salary surveys, and compensation benchmarking to ensure internal pay equity and external competitiveness, promoting a fair and attractive compensation structure.
- Provided strategic leadership on compensation-related decisions, guiding the team through salary offers, promotions, and pay adjustments to maintain market competitiveness and reward top talent appropriately.

Change Management Leadership

- Orchestrated the successful integration of policies, practices, and cultures following the merger and acquisition of Sellinall and Shoptimize, leading the transformation of the new entity into a unified organization.
- Led the harmonization of operational procedures, compliance standards, and corporate policies across the merged entity, ensuring consistency, efficiency, and alignment with organizational objectives.
- Developed and executed clear, transparent communication strategies to engage all stakeholders, reducing resistance and fostering a smooth transition throughout the integration process.
- Formed a unified leadership team, blending the strengths and values of both organizations to provide clear direction and support, ensuring alignment during the post-merger phase.

Employee Engagement & Retention

- Delivered high-quality employee relations support by conducting regular one-on-one and skip-level meetings to assess employee morale and identify key areas for improvement.
- Proactively resolved complex HR issues, including handling grievances, disciplinary actions (POSH), conducting exit interviews, and mediating conflict resolution, ensuring a positive work environment and fostering a culture of fairness.
- Spearheaded successful Employee Retention Strategies, reducing attrition from 11% to 6%, through the introduction of engagement programs, recognition initiatives, and strategic rewards offerings that bolstered employee loyalty and job satisfaction.

Learning & Development Innovation

- Led the implementation of the "Lean and Learn" initiative, fostering a culture of knowledge-sharing across the organization, where employees regularly exchanged expertise, enabling continuous skill development among colleagues.
- Analyzed organizational skill gaps, prioritized developmental needs, and crafted a targeted learning strategy, resulting in the development and execution of focused training programs, new talent acquisition, and team restructuring to align with business goals.

Talent Acquisition & Leadership Development

- Identified headcount gaps across business functions and collaborated closely with the Talent Acquisition (TA) team to drive recruitment efforts, ensuring a strong cultural and competency alignment during the interview process.
- Led high-level leadership hiring initiatives, facilitating smooth transitions for new leaders into their roles, and played a pivotal role in the Grad Academy program, ensuring the effective integration of emerging talent into the organization.
- Conducted in-depth analysis on recruitment and country-specific budget items, providing actionable insights to optimize hiring strategies and manage cost efficiencies.

HR Metrics & Workforce Analytics

- Ensured strict adherence to labor laws and regulations by maintaining up-to-date knowledge of legislative changes and ensuring organizational compliance.
- Monitored and analyzed key HR metrics, including resource utilization, project assignments, recruitment trends, employee retention, and workforce management, providing senior leadership with actionable insights to guide strategic decision-making.
- Delivered data-driven recommendations to senior management, leveraging HR metrics to support organizational improvements, optimize resource allocation, and enhance overall workforce effectiveness.