

Akshay Kumar A

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Date of birth	06/10/1984	Nationality	Indian
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PROFILE	Competent HR Professional with 16 years of experience in HR Business Partner, Talent Acquisition and Generalist HR Functions with extensive experience in Employee Lifecycle, Policy & Process designing, PMS, Employee Engagement Aligning/Reorganizing Resources across Business Support Functions.
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EMPLOYMENT HISTORY

Feb 2021 — Present	HR Manager, Maveric Systems Limited	Chennai
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Performance Management – Collaborated with Department and Function heads and people managers to ensure timely annual performance evaluations, rating calibration, and recommendations for promotions and role changes in alignment with Org. policies.

Employee Engagement – Developed engaging charter, organized activities for individual-work alignment, manager-peer teamwork, and organizational bonding. Conducted employee engagement survey, prepared action plans, and executed changes for enhanced engagement.

Employee Communication & Grievance Management – Enhanced internal communication through newsletters, town halls, and open-door policy. Managed grievance channels, resolutions, and maintained harmonious environment through systematic disciplinary actions.

Strategic HR Leadership - Develop and lead the HR strategy, ensuring alignment with the organization's overall goals and vision. Drive initiatives in organizational development, talent acquisition, employee engagement, and retention.

Organizational Development - Lead efforts in organizational restructuring, hierarchy design, and resource optimization to ensure scalability and operational efficiency. Ensure alignment of the workforce structure with business strategy.

Aug 2020 — Feb 2021	Regional HR Manager, SBI General Insurance	Chennai
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- Responsible for manpower planning and partnering with the Sales & TA team for hiring.
- Preparing and Publishing hiring dashboards.
- Single point of contact for all employee grievance, issues and policy clarifications.
- Virtual branch visits and hygiene check.

Feb 2018 — Jul 2020	Senior Manager HR, Edelweiss Financial Services	Chennai
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- Partnering with Business leaders to understand and support business goals.
- Recruiting for a various key position, including Branch Manager, Sales Manager, Credit Manager, Operations Executive, Legal Specialist, and Collections Expert across South Zone.
- Conducted branch visits and employee engagement activities to address grievances, strengthen connections, and align efforts with business objectives across South Zone.
- Planned and conducted the induction and onboarding process for new hires, ensuring seamless integration into the organization.

Jun 2015 — Feb 2018	Regional Resource Manager, IndusInd Bank Limited	Chennai
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- Planning and managing the entire hiring process right from sourcing to onboarding. Closed 550 positions across levels & functions across TN.
- Strategizing hiring through internal references, job portals, consultants and IJP.
- Conducted branch visits and employee engagement activities.
- Acquainting the new joiners with Organization policies, culture and team integration.
- Conducting one-on-one and skip level meetings for associates.

Jan 2015 — Jun 2015	Regional Service Manager, HDFC Bank Limited	Chennai
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- Handling TN & AP region for hiring, employee engagement, manpower planning.
- Managing end to end employee life cycle.
- Ensuring TAT is maintained in closing the positions.
- Stakeholder Management, branch visits and employee queries.

Aug 2013 — Jan 2015

Senior Manager HR, Shriram Fortune Solutions

Chennai

- Managing entire sourcing and hiring cycle that starts from the inception of demand, proposing the do ability/SLA to close the demand, ensuring right channel mix with focus on low cost.
- Planning and managing hiring drives and events.
- Coordination and implementation of induction training program.
- Communicating HR Policies to the new recruits and their smooth integration.

Jun 2011 — Aug 2013

Manager HR, Equitas Finance Pvt. Limited

Chennai

- Responsible for end-to-end recruitment from manpower requisition, sourcing to on-boarding for TN & Karnataka region.
- Develop Job Descriptions for sales, credit and collections function in collaboration with the National Head and Function Heads.
- Conducted branch visits and employee engagement activities to address grievances, strengthen connections, and align efforts with business objectives.
- Driving the end-to-end Performance Management Process including bell curve distribution and increments/promotions within the budget.

Jan 2008 — May 2011

Consultant CRD, Randstad India

Chennai

- Key Account Management.
- Handled middle & senior level recruitment and client relations for BFSI domain.
- Responsible for sourcing profiles, shortlisting, interview screening, candidate nurturance, salary negotiation, preparing and follow up for collections.

EDUCATION

Jul 2005 — May 2007

PGDM - HR, PSG Institute of Management (AIMA University)

Coimbatore

Jun 2002 — Apr 2005

B. Com CS, D.G. Vaishnav College (Madras University)

Chennai

SKILLS

Critical Thinking

Leadership

Performance Management

Planner

Complex Problem/Conflict Resolution

LANGUAGES

Guajarati

Hindi

English

Tamil

HOBBIES

Sports, Reading, Cooking, Hiking and Travelling.