



Komal Gosavi SR. HRBP

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👤 PROFILE

A dedicated and experienced Human Resource professional with over 6.5 years of working experience in the areas of Recruitment, Employee Relations, Employee Life-cycle, Performance Management, Grievance handling, Employee Engagement, Formulation and implementation of various HR processes and policies. Proven track record of successfully reducing employee attrition rate and improving employee satisfaction and workplace environment.

🧩 ROLES & RESPONSIBILITIES

- Experience in handling the complete Recruitment Lifecycle, i.e. from identifying recruitment needs to sourcing to screening, till the onboarding of new hires. Also, documenting and updating job descriptions based on requirements.
- Proven experience with Headhunting, Lateral hiring and Bulk hiring for both IT and Non-IT profiles.
- Organized and led campus recruitment drives.
- Preparing and releasing various Employment-related documents.
- Proven experience in handling the entire Employee Lifecycle solely.
- Conducting new hire Onboarding process and oversaw the ongoing training too by keeping track of their 90-day tasks, training modules and other related tasks.
- Experience in handling Generalist and Operations level activities like Employee Relations, Employee Engagement, Handling Employee Grievances or queries, Performance Management, etc.
- Conducting monthly and quarterly feedback surveys, One-on-One Meetings with employees and departmental managers, and tracking quarterly reviews to improve the workplace environment and increase employee satisfaction.
- Reduced Employee Attrition rate by developing strategies to improve employee satisfaction.
- Experience in successfully designing and implementing a few processes like the Recruitment process, Onboarding process, Employee Engagement program, HR processes, Rewards & Recognition program, and HR Dashboard.
- Hands-on experience working on KEKA HRMS Software Knowledge of Payroll processing.
- Coordinated with PF Consultant Team for Compliance related tasks.
- Coordinated and arranged employee Training & Development program.
- Reporting to the Owners and Directors directly.
- Conducting Employee Engagement activities like Team-Building fun activities, arranging company trips and sports, festive celebrations, etc.

👛 PROFESSIONAL EXPERIENCE

06/2023 – present
Pune

Revnomic Solutions - Leading Hotel Data Analytics & Revenue Management Company (On Payroll of Executive81)
SR.HRBP

11/2019 – 06/2022
Pune

Miscos Technologies
HR Executive

06/2018 – 03/2019
Pune

Suntel Global Pvt. Ltd.
HR Executive

05/2016 – 03/2018
Pune

Skillkraft Solutions
HR Executive

EDUCATION

2016
Pune

MBA - HR
Sinhgad Business School (SBS)

2014
Pune

BBA - HR
Marathwada Mitra Mandal Commerce College (MMCC)

2011
Pune

HSC
NMV

2009
Pune

SSC
Vishwakarma Vidyalaya (VIT)

SKILLS

MANAGEMENT SKILLS

- Persistent
- Proactive
- Determinant
- Adaptability
- Time Management

HR SKILLS

- Recruitment
- Employee Lifecycle
- Employee Relations
- Employee Engagement
- Performance Management
- Employee Grievances

CERTIFICATES

Advance Diploma in HR Generalist Functions — Professional Training and Practical Exposure - As Management Trainee at Métier | HR Services

PERSONAL DETAILS

Date of Birth: 13th January, 1994

Husband Name: Himanshu Bharati

Marital Status: Married

Languages Known: Hindi, English, Marathi

Location: Pune

Date: