

Arul Paul

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"An enthusiastic and talented, multilingual, seasoned HR Trailblazer with an experience of 12 years, heading the Coimbatore & Mysore location, excelling in Agile ITES Industry, Empowering Prestigious Tech giant with 5000+ Strong Workforce.

A dynamic go-getter & Successful HR Business Partner who instituted best HR practices in Recruitment techniques, Talent Management, Learning & Development, Performance management, Succession planning, Organization Development, GPTW actions, Analytics, Gen AI, HR Audit & HRMS."

CORE COMPETENCIES

HR Business Partnering

Succession & Talent Management

Employee Life Cycle Management

Employee Relations/Engagements

Performance / Reward Management

Legal & Statutory Compliances

Gen AI / HR Analytics

PROFILE SUMMARY

- Highly competent HR professional with expertise in HR Business Partner activities, focused on aligning business objectives, identifying organizational capabilities, developing new skills as needed with the ability to persuade and influence business leaders.
- A strategic planner, with an extensive experience in HR management and employee life cycle management, focused on talent development, performance management, and optimizing resource utilization.
- Subject matter expertise lies in designing and implementing comprehensive performance management and talent development strategies to support ambitious business growth, exceptional skills in attrition management, career planning, advanced analytics, and conducting thorough performance reviews, with a collaborative team-based management style.

ORGANISATIONAL EXPERIENCE

Since Mar'22 with Wipro Technologies Ltd, Coimbatore & Mysore - Location HR Business Partner

- **End-to-End HR Support:**
 - Providing comprehensive HR support to employees and business, ensuring adherence to local legal requirements and collaboration with legal and compliance teams.
- **Employee Engagement:**
 - Driving regular employee connections, one-on-one discussions, top talent and leadership connects, and skip-level meetings to enhance employee relations and communication.
- **Effective Career Management:**
 - Facilitating career movements and increase awareness of career paths within the organization to support employee growth and development.
- **Talent Management Execution:**
 - Driving the execution of talent management processes and serve as a Single Point of Contact (SPOC) for central HR processes within the location.
- **Performance Management:**
 - Taking timely action on non-performance cases, ensuring alignment with organizational standards and objectives.
- **Strategic HR Business Partnership:**
 - Collaborating with account heads and business leaders to align HR support with business strategies and projects.
- **Compensation and Benefits Management:**
 - Coordinating with the compensation and benefits team to ensure appropriate salary fitment and manage HR aspects for employees at client locations.
- **Legal and Compliance Oversight:**
 - Providing guidance on employment laws, handle legal breaches, respond to government inquiries, and manage legal and compliance risks within the region.
- **HR Process Management:**
 - Administering central HR processes such as onboarding, mid-year salary increments, performance appraisals, and other regular HR activities.

- **HR Interventions and Strategy Implementation:**
 - Driving specific HR interventions at the account level or anchor such interventions as a SPOC, supporting business strategy implementation.
- **Organizational Restructuring Support:**
 - Assisting in organizational restructuring activities, including rebadging and reverse rebadging processes.
- **Compliance and Escalation Management:**
 - Effectively handling escalations and compliance issues, ensuring issues are resolved satisfactorily.
- **Talent and Cost Optimization:**
 - Managing the bench effectively by taking timely actions on all bench & EBLP cases and driving PIPs from initiation to closure.

Sep'21 to Feb'22 with Teradata, Hyderabad as Regional HR Business Partner

- Dedicated and dependable single point of contact for the **GTM team across South Asia, including Singapore, Malaysia, Korea, Indonesia, Philippines, and India.**
- Provided comprehensive support in all human resources activities to meet the ever-evolving business needs.
- Engaged in highly personalized, result-driven interactions with employees and managers, ensuring impactful and effective communication at multiple levels within the organization.
- **Champion** in driving the seamless employee lifecycle management specifically for the sales organization, overseeing critical processes such as flawless new employee onboarding and orientation, performance through expert coaching, administering highly motivating rewards and recognition programs, and conducting insightful exit interviews.
- **Provided invaluable support to the center of excellence program** within the region, focusing on strategic talent management, optimizing comprehensive total rewards and benefits, implementing innovative talent acquisition strategies, and leveraging powerful workforce analytics for data-driven decision-making.
- Played a pivotal role in driving and managing large-scale change efforts, such as company reorganization, realignment, and reductions in force, utilizing my exceptional change management skills to navigate complex transitions and ensure organizational resilience.
- **A keen analytical acumen** and utilize data-driven insights to make informed decisions that enhance organizational effectiveness and drive sustainable growth.

Jul'19 to Aug'21 with Cognizant Technology Solutions, Hyderabad as Senior Executive – HRBP TM

Jun'17 to Jun'19 with Cognizant Technology Solutions, Hyderabad as Executive – HRBP Talent Manager

- **H - HR Policy Compliance**
 - Acted as a first point of Contact for Employees from HR standpoint for an Account with more than 2600 Employees and ensure 100 % adherence to Policies of the Organization by acting as a bridge between the Organization's CoE and Employees.
- **U - Understand Business Requirements**
 - Provided end to end support to business which is based out of client location with limited access to organizational platforms in driving 100% process compliance for a span of more than 2600 employees.
- **M - Monthly and Quarterly Dashboards**
 - Prepared People Metrics Dashboards for more than 50 projects with a total headcount of more than 6000 employees which led to improved Business Trust.
- **A - Appraisals and Performance Management**
 - Standardized goal setting for more than 2600 employees and ensured seamless execution of employee lifecycle activities like Mid-Year and Year End Appraisals with 100 % adherence to policies
- **N -Nomination Based Promotions**
 - Effectively driven the Quarterly and Annual Need Based Promotions of Employees for an Account with more than 2600 Employees.
- **R - Rewards and Recognition**
 - Designed the Rewards & Recognition program for 2600 Associates to motivate rebadged associates which increased the Employee Satisfaction Score by 2 % in the 2018
- **E - Employee Engagement**
 - Increased employee engagement activities (CSR activities/diversity, health & benefits sessions/team building and fun activities etc.) at client location by more than 50 % in 2019
- **S - Stakeholder Management**
 - Effective Stakeholder Management with 0 escalations and 100 % Stakeholdersatisfaction.
- **O - Orientation to Employees and Stakeholders**
 - Revamped the process for lateral and vertical movement of employees impacting approx. 500 employees, designed succession planning model, increased learning culture
- **U - Unique Talent Insights**
 - Understood the floor pulse through Employee Connects, Data available and provided meaningful Insights to Business ensuring effective Business Partnering.

- **R - Retention of Employees**
 - Reduced attrition by 2% by Effective Implementation of Early Warning System and retained more than 12% Employees in the Year 2019.
- **C - Compliance Handling**
 - Demonstrated due diligence in compliance handling and on-time closure of more than 25 compliance related cases including 10 POSH cases
- **E - Employee Grievance Redressal**
 - Conducted regular employee **connects and grievance** handling sessions with 0 HR escalations which led to reduction in employee queries by over 30% in 12 months.
- **S - Selection and Hiring**
 - Conducted Interviews to hire Employees for our HR Team and conducted interviews as a part of HR panel for hiring more than 500 employees for technical roles in the last 2 years.

ACADEMIC DETAILS

- Pursuing **MA in Psychology from IGNOU** - completed 1st Year
- Achieved an **MBA in HR from the esteemed School of Inspired Leadership**, Gurgaon, with a commendable score of 3.5 out of 5 in 2014.
- Obtained a **BSc. in Mathematics** from Arul Anandar College, Madurai, showcasing a remarkable achievement of 74% in 2011.
- Successfully completed a **BA in English Literature** from Annamalai University (Distance Education), Annamalaiagar, demonstrating a dedicated pursuit of knowledge with a score of 48% in 2012.
- Completed 12th grade from Nirmala Higher Secondary School, Mettur (State Board), exhibiting a commendable performance with a score of 67% in 2004.
- Completed 10th grade from St. Antony's Higher Secondary School, Krishnagiri (State Board), showcasing a stellar academic performance with an impressive score of 79% in 2002.

PROFESSIONAL ACHIEVEMENTS

- Awarded the prestigious **Best Support Function Award for FY 2023 & H1 FY 2024 by the business**, in recognition of ensuring flawless and seamless business delivery.
- Received the **Magician Award for Best Performer** at the iCore **HR Annual Awards** for the year **2022-2023**
- Honored with the esteemed **Beyond the Boundaries Award – Q1 2019**, for impeccably supporting the business at the client facility and playing a pivotal role in driving critical business impact through CCA.
- Received the highly regarded **Catalyst Award – Q3 2018**, as a result of providing insightful analysis on attrition and employee engagement, acknowledged by the business.
- Recipient of the distinguished **Whatever It Takes Award – Q1 2018**, for delivering seamless service that led to significant business impact.
- Recognized as an exceptional **Team Player in 2016** at Spicer India Pvt. Ltd. Jodalli, Dharwad, Karnataka.

CERTIFICATIONS

- Certified Rewards Professional (CRP) of Compensation & Benefits by AonHewitt
- Certified in GenAI, ChatGPT, PLCP, WPM L1 and Capstone Business Simulation
- Completed 35 hours of classroom course on Project Management

EXTRACURRICULAR ACTIVITIES

- Actively spearheaded the organizing team of SOIL's prestigious flagship events, the Leadership Conference & Business Forum.
- Earned the esteemed title of Best NCC Cadet, securing an impeccable 'A' Grade in NCC 'B' & 'C' certificates.
- Dominated the college annual sports, clinching 1st place in the fiercely competitive 800mts, 1500mts, 1500mts open, 5000mts, and 4*400mts categories for three consecutive years.
- Orchestrated a thrilling 3-day Adventure Trekking Expedition to the Pothigai Hills in Tirunelveli Dist.
- Commanded as the Captain of Chess & Table Tennis, triumphing in numerous tournaments for 3 years

IT SKILLS

- Working knowledge in Tableau Public version 2022.4 & PowerBI, Chat GPT,
- Proficient in MS Office particularly Excel & PowerPoint
- Basics of C, C++, HTML, Java, Mainframes, working knowledge in Manual Testing

PERSONAL DETAILS

- **Residential Address** : S. No 866/1A, Plot No. 99, Phase II, Trend City, Nallur, Hosur, Krishnagiri, TN - 635109
- **Date of Birth** : 29th January 1987
- **Marital Status** : Married
- **Languages known** : English, Tamil, Hindi, Kannada, Telugu & Malayalam