

Jayanti Prabhu

" Senior Human Resources professional with over 20+ years of rich and diversified experience in Human Resources. HRBP, HR Operations, HRSS, Compensation, Benefits, Wellness, HR Strategy, HR Analytics, PMS, HRIS, HR AUTOMATION "

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9860826777

Current Designation: Director HR Operations	Total Experience: 18 Year(s) 0 Month(s)
Current Company: Anthology	Annual Salary: Not Mentioned
Current Location: Pune	Expected CTC: Not Mentioned
Pref. Location: Pune, Bengaluru	Highest Degree: MBA/PGDM
Functional Area: Human Resources	Notice period: 15 Days or less
Role: Head - HR	
Industry: Software Product	

Key Skills: shared services, project planning and implementation, change management, talent acquisition, performance management, talent management, job evaluation, SAP HR, compliance, global mobility, Compensation, Employee Benefits, HR Strategy

Work Experience

Anthology (Current Employer)

Director HR Operations | Aug 2022

HRBP,HRIS Implementation,Payroll.PMS,HRSS,Policies, HR Operations, Compensation, Benefits,Wellness
Notice Period : 15 Days or less

Varroc Group

Head C&B and HR Operations | Feb 2021 To Jul 2022

Heading CnB India, Payroll, HRSS, Wellness, HRIS Implementation, Policies, Audits, Benefits, Compliance

John Deere India (Technology Center)

Chief Manager. | Aug 2002 To Nov 2020

Chief Manager HR Operations John Deere India (December 2014 John Deere Technology Center (IT&ES) Compensation, Benefits, HR Operations, Responsible for leading and stabilizing the Shared Services operations within India and expanding it to countries like SSA, JD Asia Delivery of high quality HR service in a seamless manner across the organization, support Unit HR and Centre of Expertise by efficiently managing HR processes. Identifying new opportunities within Shared Services, Technology and Automation needs. Process Areas Talent Acquisition, Performance Management, Leadership Development, HR Operations, Wellness, Rewards and Recognition, SAP HR, Talent Management, Employee Engagement, Dashboards, HR Analytics, Benefits Administration, Payroll, Projects, HR Helpdesk, Compliance, Global Mobility Program, NEI, Compensation. Key Responsibilities o Leading "Support Services" vertical within the Shared Services Organization within HR. o Overall accountable for 60+ process and policies, for all units & locations across India, SSA & JD Asia. o Leading a 12 member team. o Support Pan India Units, JD Asia and Sub Saharan Africa with employee strength of 4000+ o Responsible for Process & Policies Updation & Documentation, Process Improvement & Automation, Benefits Tie Up, Wellness & others o Building relationship with key stakeholders & consult them regarding HR policies & processes. o Responsible for analysis & reporting of key HR metrics & ensure the action plans are ready & implemented. o Hands-on experience in HR operations, policy & process documentation & data analysis o Engage with IT HR for automation & standardization across India. o Undertake HR Intervention with the business on employee related matters.

Education

Post Graduates (Others)
MBA/PGDM (HR/Industrial Relations)
Pune University | in 2002

Undergraduates (Others)
B.A (Arts&Humanities)
Pune University | in 1998

Certifications

Rewards Ready
Aon | ID: VSH1OJKAACON518TL

Data Analytics Ready
Aon | ID: AP45X4T4SNCZRXALL

IT Skills

Skill Name	Version	Last Used	Experience
MS Office, Tableau, HCM, SAP HR		0	

Language Known

Language	Proficiency	Read	Write	Speak
English	Expert	Yes	Yes	Yes
Hindi	Expert	Yes	Yes	Yes
Marathi	Expert	Yes	Yes	Yes
Konkani	Proficient	No	No	Yes
Tulu	Beginner	No	No	Yes

Projects

SAP HR

John Deere India | Offsite | Full Time | from Jan 2004 to Nov 2005
Pune
Skill Used: Human Resource Management,
Team Size: 20
Role : Sr. Project Leader
Role Description: Was the Project leader and Business Process Integrator - HR
Project Details: Implementation of SAP HR - PA, LMS modules for Units of John Deere India

SUCESS Factor

John Deere | Offsite | Full Time | from Sep 2019 to Sep 2020
Skill Used:
Role :
Role Description:
Project Details: HRIS

UKG

Anthology Inc | Offsite | Full Time | from Sep 2023 to Present
Skill Used:
Role :
Role Description:
Project Details: HRIS system Implementation

HR Soft

Anthology | Offsite | Full Time | from Sep 2023 to Present
Skill Used:
Role :
Role Description:
Project Details: COMPENSATION TOOL

Other Details

Personal Detail

Date of Birth: 25 Dec 1981
Gender: Female
Marital Status: Single/unmarried

Address:

Flat No.. 8, Shantai Apartment, Vishrantwadi,
Pune 15 411015
Home Town: Pune

Desired Job Details

Job Type: Permanent/Temporary/Contractual
Employment Status: Full Time

Work Authorization

US Work Status: Not Mentioned
Countries: India

Affirmative Action

Category: General
Physically Challenged: No