

Sowmya Hebbar

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PROFILE

Dynamic and results-driven HR Manager with over 13 years of comprehensive experience leading HR initiatives, driving talent management strategies in diverse industries, and fostering a positive work environment. Proven track record of effective HRBP role.

EMPLOYMENT HISTORY

Nov 22 — Present	Sr. Human Resources Manager, Everwell Health Solutions Pvt Ltd	Bengaluru
Oct 2019 — Nov 2022	Human Resources Manager, Everwell Health Solutions Pvt Ltd	Bengaluru
	<ul style="list-style-type: none">• Collaborate with senior leadership to develop HR strategies that align with organizational goals and promote business success.• Lead workforce planning efforts, identifying staffing needs, competency gaps, and succession planning strategies.• Champion initiatives that foster employee engagement, satisfaction, and retention within the organization.• Oversee the performance management process, ensuring alignment with business objectives, providing guidance to managers on effective evaluation practices, and running the PIP process.• Facilitate coaching and support for leaders to develop their teams effectively.• Support leaders in communicating changes effectively and managing potential resistance• Identify and implement leadership development programs.• Provide expert guidance on complex employee relations issues, ensuring compliance with labor laws and internal policies.• Utilize HR data and analytics to provide insights into workforce trends, gaps, and the effectiveness of HR initiatives• Contribute to the development and implementation of HR policies and processes that align with legal regulations and best practices and regularly evaluate the same to be the best in the industry• Liaise with other HR functions such as compensation and benefits, training and development, and organizational development to ensure cohesive HR delivery• Collaborate with cross-functional teams to address emerging HR challenges and business needs• Provide coaching to senior leaders on HR-related topics, including organizational change, leadership effectiveness, and employee engagement strategies.• Run ISO and other statutory audits and have been part of due diligence and merger process.	
Mar 2018 — Oct 2019	Sr Human Resource Generalist, Microsoft Research India	Bengaluru
	<ul style="list-style-type: none">• Provide insights and recommendations to drive business performance through effective talent management.• Develop and implement talent acquisition and retention strategies to attract high-performing employees• Shape and reinforce organizational culture and values through targeted programs that support employee well-being and development.• Drive and manage the performance management and PIP in the organization• Partner with recruitment teams to develop talent acquisition strategies that attract and retain high-quality candidates and have in place a robust succession plan.• Support leadership development programs to cultivate future leaders within the organization and develop and implement OD initiatives.• Drive initiatives that enhance employee engagement and align with the company culture, values, and mission like employee surveys, employee connects etc.• Partner with leaders to manage organizational change effectively, ensuring minimal disruption and maintaining employee morale during transitions• Utilize HR metrics to analyze workforce data and inform decision-making, demonstrating the impact of HR initiatives on business performance• Work closely with other departments such as payroll, benefits, and talent management to ensure a cohesive HR strategy across the organization.	
Aug 2014 — Mar 2018	Sr. HR Executive, Honeywell Technologies	Bengaluru
	<ul style="list-style-type: none">• Managing interviews and onboarding of candidates• Resolving conflicts, grievances, and disciplinary actions.• Administering employee benefits, salary structures, and performance-based incentives.• Developing and implementing performance evaluation processes.• Identifying training needs and organizing workshops, training sessions, and employee development programs.• Creating, updating, and enforcing HR policies and procedures.• Payroll processing and HR Analytics.• Facilitating internal communications, company announcements, and employee engagement initiatives.• Managing HR systems, data analytics, and reporting.	

- Contributing to organizational strategy development and HR planning.
- Employee engagement, Surveys, FGD'S, Rewards and recognition
- Providing guidance and support to management and leadership teams on HR-related matters.
- Maintaining accurate and up-to-date employee records and data.

Oct 2013 — Apr 2014

HR Officer, Tesco

Bengaluru

- Handling Exits in IT Services- Exit Interviews
- Participate in newhire onboarding and associate induction activities to facilitate cultural integration.
- Employee Engagement and Fresher's connect.
- Focus Group Discussions and HR connects.
- Performance management
- Scheduling Assistant for Directors
- Data Analysis- Exit, Talent Nominations etc
- Managing Rewards and Recognition
- Handling the queries arising and solving it in 24 hrs.

Aug 2011 — May 2013

HR Executive, Narayana Hrudayalaya Hospital

Bengaluru

- Managing the entire recruitment process, including Manpower planning, budgeting, hiring, documentation, induction, orientation and onboarding
- Oversaw payroll processing, ensuring accurate payments while adhering to strict deadlines for submission.
- Managed employee recognition programs, celebrating individual and team accomplishments to encourage continued excellence in performance.
- Led performance management initiatives, setting clear expectations for employees and regularly monitoring progress towards goals.
- Leveraged data-driven analysis of HR metrics to make informed decisions regarding personnel management strategies.
- Administered compensation plans effectively, conducting market research to ensure competitive salary offerings within the industry.
- Provided updates on HR policy changes to employees to satisfy compliance and state laws like PF, ESI, Labor laws, Insurance etc Streamlined HR processes by implementing efficient workflows and reducing paperwork.
- Administered statutory Audits, trainings, Employee engagements, Offboarding and documentations as per the department requirements.
- HR reporting on monthly basic
- Supported the Change management process -moved from Oracle HRMS to SAP, on Recruitment, Payroll, compliance and Training domains.

EDUCATION

Jun 2011

MBA, Poornaprajna Institute of Management, Mangalore University

Jun 2009

Bachelor of Science, Mahatma Gandhi Memorial College, Mangalore University

Project/ Freelancing:

- HR Ops: Offboarding OJT: May 2013-Sept 2013
- HR operations: Tebma Shipyard- May 2014-Aug 2014
- Employee Handbook and R&R implementation in Honeywell

Languages: English, Hindi, Kannada, Tulu

Hobbies: Reading, Listening to Music, Badminton
