

Deviprasad Nayak

An enthusiastic and goal-oriented professional, targeting assignments in **Human Resource Management** with a leading organization
Location Preference: **PAN India**



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Profile Summary

A focused HRBP professional completed M. PMIR (PM & IR) with almost 6 years of experience in Human Resource Management, having strong business acumen and skills in HR Operations, Employee Relations, Talent Acquisition, Competency mapping and assessment, JD development, OD interventions, Competence framework design, Talent Management and Development. Actively involved in both ideation and implementation of new approaches, policies and procedures that positively impact employee satisfaction and overall productivity.

Core Competencies

Talent Acquisition

Policy Implementation

Learning & Development

Talent Management

Organizational Development

Competency Mapping

HR Operation

JD Development

Liaison & Coordination

Work Experience

➤ Business HR

July' 23 - Till date | JSW Group Company

Working Location: - Jharsuguda, Odisha

Growth Path:

July' 23 – Till Date Deputy Manager

Key Result Areas:

- Responsible for entire employee life cycle management for entire Odisha Sales & Marketing team.
- In Conjunction with management analyses of manpower requirements and deliver proactive solutions
- Proactively assisting in the talent review process, in terms of getting the inputs and deciding the developmental areas to chalk out the developmental needs and succession planning
- In conjunction with other members of the HR team, take a key and at times leadership role in the development and implementation of generalist HR strategies, policies and projects.
- Evaluating business efficiency parameters like employee cost, attrition, headcount pyramid periodically and reviewing the same with business leader
- Liaising with business leaders to assess needs; designing, delivering & evaluating HR initiatives, enabling them to achieve business objectives & reflect best practices; analysing trends and metrics in partnership with the HR group to develop solutions, programs, and policies
- Driving PMS throughout the span.
- Has to take ownership of the HR results and outcomes.
- Has to provide high level, timely and professional advice to managers and staff, in interpreting and implementing human resource policy including: change management; HR planning; industrial relations; retention, performance management; workplace health etc
- Has to contribute as a HR team member to develop and/or enhance policies, procedures and systems to support HR best practice.
- Will develop training and educational material to satisfy organizational competence and assist the team to produce best practice learning aids and presentations
- Produce a timely review of People statistics and analysis for distribution to stakeholders
- Proven ability to manage change in a complex and often challenging industrial work environment.

- Able to negotiate, influence and resolve controversial, high-impact human resources issues

➤ **HR Consultant**

Nov' 22 – July 2023 | Tata Consultancy Services

Worked Location: - Bhubaneswar, Odisha

Growth Path:

November' 22 – July' 23

HR Implementation Consultant

Key Result Areas:

- Act as a techno-functional consultant and provide recommendations on process
- Configure and manage client's instance on Ceridian; Assist and Train clients to do it on their own
- Devise engagement plans that consider customer business goals and map product capabilities to achieve these goals
- Understanding business prospective and implementing the same in ceridian portal
- Drive product adoption, increasing overall retention and achieve process success for customers
- Support clients during critical HR events like Appraisal, Increments etc.
- Support clients to resolve queries or bugs, as and when required
- Gather feedback on product experience during the entire customer lifecycle via targeted surveys
- Share best practices with clients on how to achieve product success with Ceridian.
- Identify risks proactively, mitigate and escalate as deemed appropriate
- Consolidate and process feedback from the clients on the product across the lifecycle and track the resultant action items internally to ensure that they are closed.
- Share best practices with clients on how to leverage Ceridian (product) in line with being a Subject Matter Expert (SME).
- Identify risks proactively, mitigate, and escalate as deemed appropriate.

➤ **Human Resource Business Partner - Manager**

Jan' 22 – July' 22 | Think and Learn Pvt. Ltd. (BYJU'S)

Worked Location: - Kolkata, WB & Bhubaneswar, Odisha

Growth Path:

Jan' 22 – July' 22

Manager (HRBP)

Key Result Areas:

- Employee 1:1 connects
- Innovative group connects with 5-15 people such as HR kiosks, skip levels and the like
- Acting on inputs from early warning tools such as AMBER (which is an AI based BOT used to gauge pulse of employees)
- Talking to employees whose performance has reduced to understand reasons and provide help
- Sharing the insights with the sales managers and helping sales managers to do things to address the BDAs concerns (including modifying their management style and approach)
- Directly acting on BDAs concerns in cases the concerns are not related to manager behaviours
- Once in 2 weeks, must evaluate the 15 sales managers in each unit on 'team culture' ability. There is a standard report card for this. And must ensure that he/she daily meets quite several BDAs to gather enough information and insights to do this activity so that the rating is seen as both credible and healing them to improve for the next fortnight by the sales manager.
- Evaluating business efficiency parameters like employee cost, attrition, headcount pyramid periodically and reviewing the same with business leader
- Liaising with business leaders to assess needs; designing, delivering & evaluating HR initiatives, enabling them to achieve business objectives & reflect best practices; analysing trends and metrics in partnership with the HR group to develop solutions, programs, and policies
- Implementing diverse HR initiatives & policies; managing the activities of talent engagement, promotions, increment cycles and bonuses, leading to employee satisfaction and effective running of the organization
- Planning & conducting employee engagements & development programs; ensuring prompt resolution of employee grievances & maintaining cordial employee relations

- Engaged in technical screenings, interviews, and on-boarding paperwork for new positions, monitoring online applications, regularly adding profiles to source database by online search, networking, and head hunting
- Arranging regular get together, picnics, function, and festivals

➤ **Human Resource Business Partner - Deputy Manager**

Jan'18 - Sep'21 | Reliance Jio Infocomm Ltd.

Worked Location: - Mumbai, Maharastra; Kolkata, WB & Bhubaneswar, Odisha

Growth Path:

Jan'19 – Sep' 21 Area HR Deputy Manager

Jan'18 – Dec'18 Area HR Assistant Manager

Key Result Areas:

- Coordinating with the management to analyses manpower requirements and deliver proactive solutions
- Proactively assisting in the talent review process, in terms of getting the inputs and deciding the developmental areas to chalk out the developmental needs and succession planning
- Initiating the bulk hiring for business, technical & support functions across Berhampur Area
- Evaluating business efficiency parameters like employee cost, attrition, headcount pyramid periodically and reviewing the same with business leaders
- Designing Job description of new roles and function
- Competency mapping for the current and new roles
- Designing competency framework as on requirement
- Handling different project as on requirement regarding the organization restructuring & designing
- Help compensation team for formulating required changes in compensation structures with respect to situation.
- Liaising with business leaders to assess needs; designing, delivering & evaluating HR initiatives, enabling them to achieve business objectives & reflect best practices; analyzing trends and metrics in partnership with the HR group to develop solutions, programs, and policies
- Driving PMS throughout the span.
- Implementing diverse HR initiatives & policies; managing the activities of talent engagement, promotions, increment cycles and bonuses, leading to employee satisfaction and effective running of the organization
- Planning & conducting employee engagements & development programs; ensuring prompt resolution of employee grievances & maintaining cordial employee relations
- Engaged in technical screenings, interviews, and on-boarding paperwork for new positions, monitoring online applications, regularly adding profiles to source database by online search, networking and head hunting
- Updating and tracking the recruitment files, preparing, and placing job advertising across appropriate media, scrutinizing internal job postings, references, and background checks
- Building applicant sources by researching and contacting community services, colleges, employment agencies, recruiters, media, and internet sites; providing organization information, opportunities, and benefits; making presentations & rapport-building
- Arranging regular get together, picnics, function, and festivals
- Ensuring & monitoring accurate processing of the new appointments, transfers, promotions and exit clearance with nil deviation

Project

Period: Apr'19 – Jul'19

Role: Network Multiskilling- Field Operations

Responsibility:

- Led the Multiskilling of 4 Engineers for maintenance role to form a unified maintenance role- Maintenance Engineer

Summer Trainings

Organization: Bharat Dynamics Ltd.

Period: May'17 – Jun'17

Description: HR & IR Policies in BDL

Organization: CESU, Bhubaneswar
Period: Jul’13 – Aug’13
Description: Electricity distribution system of Bhubaneswar

Education

- **Executive program on HR Analytics** from Indian Institute of Management, Lucknow.
- **M.PMIR (PM & IR)** from Utkal University; secured 69%
- **B.Tech. (Electrical)** from Orissa Engineering College affiliated to BPUT; secured 62%
- 12th from Maharishi College of Natural Law CHSE; secured 64%
- 10th from Venkateswar English Medium School ICSE; secured 77.85%

Academic Project

Institute: Orissa Engineering College, Bhubaneswar
Title: Speed Control of AC Motor with Short-Circuit & Over Voltage Protection
Team Size: 11 Student

Personal Details

Date of Birth: 16th September 1993
Languages Known: English, Hindi & Odia
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