



# Varsha Ravi Kulkarni

8087098000

varshakulkarni1980.vk@gmail.com

Pune, 411014

## PROFESSIONAL SUMMARY

Well-qualified Strategic Senior Human Resources Manager with proven success in improving operations and solving problems. Energetic, self-motivated, diligent & mature HR professional with rich experience of 15+ years in different Industry and organizations. Developed excellent skill of Understanding Organization requirement, and accordingly developing and implementing necessary strategy within the organization, Certified in Design Thinking.

## CORE SKILLS

- Learning & developments
- People Management
- Employee Engagement
- HR Transformation
- Rewards & Recognition
- Succession Planning
- Change Management
- Employee Grievances
- Competency planning
- Performance Management

## ACCOMPLISHMENTS

- Aspiring for challenging assignments in Human Resource Management with an organization of repute ~ Skilled in identifying & hiring through various sources, handling end-to-end recruitment cycle and maintaining cordial relationship with the employees

## EXPERIENCE

12/2015 - Current

**Blue Dart Express Ltd | Pune**

Branch Manager-Human Resource Pune & Rest Maharashtra(Nagpur, Raipur, Chhattisgarh, Goa, Aurangabad & Kolhapur)

- Talent Acquisition for Pune & Rest Maharashtra and 2 state Chhattisgarh, Goa
- Core HR Operations- Analytical Data driven approach & Reporting.
- Strategic HR Management ,Business Analytics & HR Analytics
- Training & Development as per Organization strategic planning
- Change Management, Succession /Career Planning , Organization Development
- Employee Relation & Grievances
- KRA & KPI based PMS system Execution
- Employee Rewards and retention and OD initiatives for Job Satisfaction
- Conducting company -wide Open House Meeting to Convey Updates
- Handling full Employee Life cycle from Recruitment to Full & Final Settlement

04/2013 - 12/2015

**Tata Trent Hypermarket Ltd |Pune**

HR Manager

12/2011 - 04/2013

**Parc Estique, A 5 Star Hotel | Pune**

Assistant Human Resource Manager

06/2009 - 12/2011

**The O Hotel | Pune**

Sr. HR Executive.

12/2007 - 05/2009

**Oxford Properties| Pune,**

Executive Secretary

## EDUCATION

2013

**Neville Wadia College, Pune University | Pune**

Masters in Personnel Management (MBA -HR)

ADDITIONAL  
INFORMATION

Personal Details:

DOB: 14th July ,1980

Residential Address: Flat No.64,Dhalia  
Building, Neco Garden, Viman Nagar  
Pune-411014(Maharashtra)

2004

**Narlakar Institute, Pune University** | Pune  
Masters in Computer Management: Computer Management

2002

**St.Mira Collage for Girls** | Pune  
B.Com

LANGUAGES

**English, Marathi, Hindi:** First Language

**Afrikaans:** C2  
  
Proficient