

# BHARVESH DABAS

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## EDUCATION

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### Amity University

*Master of Computer Applications*

2025 – 2027 (Pursuing)

*Gurugram, India*

### Amity University

*Bachelor of Computer Applications*

2022 – 2025

*Gurugram, India*

- CGPA: 9.68 / 10

## EXPERIENCE

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### Research Analyst Intern

July 2025 – Present

*Innotech*

*Remote*

- Led research initiatives to evaluate competing tools and identify key factors driving their revenue growth and market success.
- Conducted competitor analysis and market trend research to uncover strategic insights for product and marketing improvement.
- Utilized Excel to organize, analyze, and visualize datasets; prepared detailed reports using Word for strategic discussions.
- Presented research findings and actionable recommendations to the Business Strategy, Marketing teams, and the Co-founder.
- Collaborated with and mentored a team of 3 interns to coordinate data collection, ensure research accuracy, and improve analytical efficiency.

## PROJECTS

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### Sales Insights Dashboard | *Power BI, Excel, SQL*

- Analyzed large datasets (100K+ records) to uncover trends, patterns, and actionable insights for business growth
- Cleaned and normalized sales data using SQL queries and data type standardization
- Built dashboards to monitor revenue, customer segments, and key business KPIs across time
- Enabled data-driven decision-making for sales strategy by identifying 985M revenue across 2M transactions
- **Link:** Sales Insights Dashboard

### HR Analytics Dashboard | *Power BI, Excel*

- Partnered with internal data to answer strategic questions around employee attendance trends
- Transformed, unpivoted, and combined 3-month datasets (6,492 rows) for time-series analysis
- Monitored key performance indicators (in-office vs. remote rate), identifying June drop due to heatwaves
- Advocated for evidence-based HR decisions by visualizing attendance patterns via Power BI dashboards
- **Link:** HR Analytics Dashboard

### Employee Attrition Analysis | *Excel: Pivot Tables, Data Analysis*

- Analyzed IBM HR attrition dataset (1,470 employees) using Excel to identify key attrition drivers
- Calculated and benchmarked a 16% attrition rate against industry standards
- Identified overtime, job dissatisfaction, work-life imbalance, and low income as primary attrition factors
- Performed pivot-based analysis across job roles, departments, income, satisfaction, and experience levels
- Delivered business-focused insights to support employee retention and workforce planning

## CERTIFICATIONS

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### Google Professional Data Analytics Certificate – Coursera (2024)

Topics: SQL, Data Cleaning, Exploratory Data Analysis, Dashboards, Stakeholder Communication

## TECHNICAL SKILLS

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**Data Analysis:** SQL, Power BI, Excel, Data Cleaning, Data Visualization, Statistical Analysis

**Programming:** Python (Pandas, NumPy, Seaborn, Matplotlib), Jupyter

**Tools:** Git, VS Code, Linux

**Soft Skills:** Strategic Thinking, Communication, Curiosity, Attention to Detail, Self-driven