**Job Description**  
  
The HR Business Partner in Mumbai would be responsible for supporting the Asset Management Organization in India with primary focus by identifying and developing solutions based on business priorities and organizational analysis. S/he will be will be leading Generalist activities like employee engagement, driving talent management agenda, Attrition Analysis, Career Planning & Mobility, people committee initiatives, performance management etc. The HRBP needs to partner with the business and work in collaboration with cross functional teams across JPM to support day to day HR people agenda. This would also include executing day to day related transactions. This is an individual contributor role and would not be handling a team.  
  
   
  
**Key Responsibilities**

* Work collaboratively with Management to develop and implement customize people programs, processes and solutions that support the achievement of business objectives.
* Support & facilitate the Performance Management/Talent Management agenda across the allocated span in Technology & Operations
* Consulting with business managers and provide solutions on employee relations, talent planning, staffing, compensation & benefits, development, organizational and change management issues
* Manage exit interviews and support the business in analyzing the data and provide innovative solutions to improve retention rates
* Analysis of data which can support business decisions (Scorecards/Attrition analysis etc)
* Partner with the business in Climate Surveys/ Employee Polls and contribute to analyze the results and drive initiatives based on the findings.
* Communication and implementation of HR policies and program in the LOB
* Partnering in achieving efficient HR operations management for all employees in the LOB

QUALIFICATIONS

* At least 7-8 years  of HR Generalist experience, including a demonstrated ability to provide HR consultation to managers and employees on HR issues regarding employee relations, staffing, compensation, HR policies and performance management
* Bachelors' Degree (Preferably in Human Resources).
* Ability to manage multiple tasks while remaining proactive and flexible in style
* Good Communication - written and verbal.
* Exposure to the entire gamut of HR activities
* Ability to manage multiple tasks while remaining proactive and flexible in style
* Ability to work collaboratively and develop strong partnerships with clients and HR colleagues
* Ability to deal effectively with all levels of staff and management
* Strong PC skills with hands-on experience in Excel, Word, Lotus Notes and knowledge of PowerPoint.