



## SHWET NISHA LAL

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Flat No. 177D/A-3, Mayur Vihar Phase-III, Delhi - 110096

Professional goal is to help enhance capabilities of the employees to provide an organization with a well-motivated & balanced workforce capable enough to drive individual as well as growth of the organization.

### WORK EXPERIENCE

#### Godrej Capital

9 mos

##### Regional HRBP – North

Dec '22-Present

Responsible for ensuring excellence in delivering business and people agendas for employees in North region for the Secured Loans vertical.

- Managed 50+ employees in 5 offices spread across three locations spanning Delhi-NCR, Rajasthan and Punjab
- Responsible for fresh & replacement hiring across functions – Sales, Underwriting, Collections etc
- Ensuring employee productivity through regular interventions, streamlining processes & maintaining highest culture standards

#### Walmart Global Tech India

2 yrs

##### Process Specialist – Coordination Services

Bengaluru, Dec '21–Dec '22

Managed and Coordinated Recruiting for US Corporate Tech populations while delivering smooth & flawless interview experience for the candidates until their onboarding.

- Worked on HRIS tools such as Fetch, QuickBase, Workday on 300+ cases
- International Stakeholder Management – Collaborated with the US recruitment team ensuring timely communication to all concerned parties

##### Accolades & Recognition

- Recognized several times for consistent performance above & beyond team's benchmark of 80% utilization & 90% quality
- Culture & Values: Received commendations from management for upholding & propagating company's culture and values
- Diversity & Inclusion: Lauded for driving various awareness initiatives for differently abled community within company

##### Learning and Development

- Led internal Training & Development team as the primary trainer, ensuring accurate process knowledge transfer & quality for 10+ employees in the team
- Spearheaded initiatives to improve the training scores of trainers across the People Services pillar

##### Associate Analyst – Recruitment Services

Bengaluru Jan '21–Nov '21

- Worked on 10+ HR processes focused on Field Recruiting for US and Canada populations via HRIS tools such as Workday and ServiceNow. Assisted in the movement of internal & external candidates across roles for Sam's Clubs and Walmart stores across US, Canada and Puerto Rico.
- Collaborated with teams and associates for Continuous Innovation and Improvement

### EDUCATION

#### Indian Institute of Management Udaipur (IIMU): AACSB accredited

June 2018–2020

Post-Graduate Programme in Management, Major: Human Resource, Minor: Marketing

#### School of Open Learning, University of Delhi

July 2012-2015

Bachelor of Commerce (Hons).

### CERTIFICATIONS

- Preparing to Manage Human Resources University of Minnesota (Coursera)
- Managing Employee Compensation University of Minnesota (Coursera)
- HR Analytics Leader Academy to Innovate HR (AIHR)

### EXTRA-CURRICULAR ACHIEVEMENTS

- **Member Committee, wCare** (ARG working towards welfare of PwD)
  - i. Organized various events across Walmart-India to spread awareness about PwD via DE&I programmes
  - ii. Coordinated with NGOs to spread awareness via virtual job fairs and marathons
  - iii. Collaborated with internal teams – Comms, Legal, Talent Acquisition and leaders across the organization for conducting awareness drives
- **General Secretary, dHRuva (HR Club- IIMU)**
  - i. Created and published the weekly online newsletter-HR Buzz to help the community stay updated about the recent developments

in the field of Human Resources

ii. Conducted Annual HR Conclave of IIMU - Spandan and managed the logistics, hospitality etc.

iii. Organized case study competition - Aarohan & online puzzle competition - HRidya in Solaris, The Annual Management Fest of IIMU with participation from 100+ B-schools across country

## SKILLS

MS Excel  
MS Planner

MS PowerPoint  
GSuite

Power BI  
Predictive Analytics

Workday

ServiceNow