

SAUMYA SAHNI

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HR GENERALIST

* Human Resource Management * Learning & Development * Employee Engagement * Change Management * Talent Management
*Talent Acquisition *Stakeholder Management *Communication *Culture *Learning & Development

~Passionate and agile individual focused on developing and matching talent strategies to build highly engaged, focused and well-meaning teams. Ability to influence and advise leaders as HR business partner, fueling positive organizational development and high-performance culture within the teams~

PROFILE SUMMARY

- A Goal oriented professional with around 3 years of experience in Talent Management, Talent Acquisition, Performance Management, Employee Engagement & Training & Development.
- Presently associated with fortune 500 company General Electric (GE Steam Power, GE Vernova), as HR Generalist based at Noida, Uttar Pradesh.
- Hands on experience to work in a MNC & Start-Up and implementing change management.
- HR Business Partner for India Engineering team (~200 employees) in GE Steam Power. Worked across almost every function within the organization like Sourcing, Finance, Legal, Quality, Commercial, Digital Technology etc.
- Competent in designing & implementing new initiatives/processes for employee engagement & organizational development, designing processes to streamline HR practices in the organization.
- Excellent skills to relate to stakeholders' communication in a cross-cultural set-up (Vendors, Consultants etc.)
- Experience of working on SAP tools like Workday, Success Factor, and payroll & leave management tool like Ramco.
- Effective leader with excellent interpersonal, communication & negotiation skills; resourceful in interacting with Business Leaders, Regulatory Authorities & Legal Professionals for day-to-day work.

NOTABLE ACCOMPLISHMENTS ACROSS THE CAREER

Impact Award (Deliver with focus) in GE Steam Power for the following:

- New Employee Orientation Program
- For Exceptional Contribution-Employee Engagement Events
- HRDF Organizing Committee
- Planning & executing the GE Steam Power Services Summit 2023

WORK EXPERIENCE

Oct' 21 – Present : GE Steam Power India Limited

Role:

- **Organization Design-**
 - HR Business Partner for India Engineering team (~200 employees) in GE Steam Power. Worked across almost every function within the organization like Sourcing, Finance, Legal, Quality, Commercial, Digital Technology etc.
 - To work in partnership with Line managers to assess the need for talent in relation to current business requirements including the need for specific competencies, knowledge, skills and experience and work towards delivery of the same.
 - Driving HR strategy & building talent capability for the engineering team.
 - Engage with functional leaders on the development and improvement plan.
 - Redefining the org structures for the engineering team incorporating the spans and layers.
- **Talent Management-**
 - Review Talent Designations, Understand Engagement Drivers, and Implement People Leader & HR Standard Work.
 - Keep voluntary attrition for Steam Power in India within the prescribed limits.
 - Talent Showcase for High Performers, HIPO and High-Loss-Impact. (Key Talents)
 - Develop succession plan with 1 successor ready now in place for all the key talents.
- **Talent Acquisition-**
 - Partnering with talent acquisition team & leaders for new hires as per business plan.
 - Special Focus on LPB female talent representation through development/promotions and hiring.
 - Enable fresh talent intake through intern route to build future pipeline for talents.
 - Participated in Kaizen event on Hiring Cycle Improvement held in France, 2022. Helped the team to improve the internal and external hiring cycle time by fresh ideas.
- **HR Excellence-**
 - Design Restructuring strategies, severance packages & execution as per business plan.

- Ensure head count forecast and workforce plan according to business plan.
- Maintaining Organization Structure, Manpower analysis and Planning, Attrition Analysis.
- Key contributor in developing various policies, processes, SOPs, MIS, dashboards, and various other reports, attrition PSR (Problem/Symptom Reduction) and work on HR matrices to provide meaningful insights.
- **Employee Engagement-**
 - Partner with India Leadership and on Culture and Employee Engagement strategy and execution.
 - Leading employee engagement committee, Internship, Reskilling program for Steam Power India.
 - Execute need based HR Interventions for increasing overall employee satisfaction and morale.
 - Deployment and execution of New Employees Onboarding program.
 - Developed Exit Management tool and Surveys for employee off boarding experience.
 - Organize R&R programs, townhalls, employee offsite and run the various other engagement activities. Drive and own site initiatives for employees at site to ensure motivation and engagement.
- **Performance Management-**
Administering Compensation & Benefits Management by:
 - Driving the annual appraisal cycle starting from Objective setting to mid-year review and final appraisal as per the guidance and pre-defined calendar.
 - Providing the new-hire compensation or offer to the talent acquisition team.
 - Manage annual Performance Management Development processes, including employee training etc.

PREVIOUS EXPERIENCE

May'21 - Sep' 21: CoffeeMug.ai, Delhi as Executive- Leadership Hiring

Jan' 21 - Mar' 21: GE Steam Power India, Noida as Human Resource Intern

Aug'20- Jan'21 : Aaviah People's Network Company, Bengaluru as Human Resource Intern

June'20-Mar'23 : Dream Girl Global (DGG) Nigeria, West Africa as Head of Operations India

ACADEMIC DETAILS

Master of Business Administration (MBA) in Human Resources Development from Amity International Business School, Amity University, Noida in 2021

B.Tech. in Computer Science & Engineering from Amity School of Engineering, Amity University, Noida in 2018

TRAINING & CERTIFICATION:

- Human Resources Foundation- LinkedIn
- Modern approach to Recruitment and Selection process.
- People Analytics 101: HR Analytics Fundamentals – Udemy
- HR Management & Analytics – AMITY FUTURE ACADEMY
- Employee Relations and Employee Engagement -THE OPEN UNIVERSITY
- Gender and Environment- UNITAR

ACADEMIC ACHIEVEMENTS

- Silver Medalist in academic performance {Master of Business Administration (3 Continent) (2019-2021)}
- Shree Baljit Shastri Award for the best in Human and Traditional Values.
- Certified Climate Reality Leader from The Climate Reality Project.
- Certification for completion of MBA 3 continent program by gaining a unique exposure through studying in three different continents namely Asia, Europe, and America.
- Certificate of participation and achievement in research paper presentation on “HRM adaptation to different generations” at IBC, Inbush era, Amity University 2020.
- Presented a research paper on “Post-covid Business Order: A case of employee well-being in INBUSH era world summit, 2021.
- Successfully completed dissertation report on “A study of prioritization of employee engagement to drive performance: Case of manufacturing industry in UK.
- Coordinated as Head of volunteers at an event of THE - Times Higher Education.

PERSONAL DETAILS

Date of Birth: 30th August 1995

Languages Known: English and Hindi

Location: Noida, Uttar Pradesh