

# Pranali Ghanekar

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Mulund, Mumbai

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## PROFESSIONAL SKILLS

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- 13 years of diverse experience in Human Resource
- Experience in managing entire end-to-end employee life cycle
- Proficient in managing Payroll and Statutory activities

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## KEY SKILLS

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Compensation & Benefits  
Recruitment & Selection

Policies & Procedures

Performance Management

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## WORK EXPERIENCE

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### Concerto Software & Systems (IT, Payment domain)

January 2019 till date

Manager HR (Compensation & Benefits)

- Responsible for compensation and benefits functions of 450+ employees for India and Overseas.
- Monthly payroll processing through third party vendor for India
- Monthly payroll processing for Dubai, Qatar, UK
- Ensuring adherence to the statutory compliance India (PF, ESIC, PT, MLWF, IW) & Overseas
- Processing the compensation revision and benchmarking exercise for Performance Appraisal
- Introduced new salary components to reduce the tax liability of employees
- Releasing periodic C&B reports to management team for decision making

### ITShastra India Pvt Ltd (IT, BFSI domain)

September 2011 to June 2017

Manager HR

- Responsible for complete employee life cycle including
  - Talent Acquisition
  - Compensation & Benefits
  - Performance Management
  - Rewards & Recognition
  - Employee Relations & Engagement
  - Training & Development
  - MIS & Dashboards

### IPCA Laboratories Limited (Pharma domain)

April 2008 – August 2011

Executive- HR

- Being part of Corporate HR for manufacturing plants and Unit HR for Mumbai offices
- Key Responsibilities includes Recruitment Coordinator, Induction, Training & Development
- Also assisted in Employee Survey, Employee Engagement Activities, Corporate Social Responsibility (CSR)

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## EDUCATION

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Master of Management Studies (MMS) with specialization in Human Resources

2006 - 2008

B.Sc. with specialization in Information Technology

2001 - 2004