

Esther Rupavathie

Human Resource Manager

Address Bangalore, IN 560016
Phone +919886296325
E-mail esth_grace@yahoo.com



Result-driven HR Professional with 14 years of experience in implementing HR functions to drive organizational success. Adept at fostering a positive work culture and enhancing employee engagement and retention. Seeking a challenging opportunity to leverage my skills and contribute to a progressive company.



Skills

- HR Operations
- Employee Engagement
- Talent Management
- Performance Management
- Learning and Development
- Payroll Management
- Global Mobility Management
- Vendor Management
- Policy Development in compliance with Labor Law
- HR Analytics using Power BI and Advanced Excel



Work History

Human Resources Business Partner

Narayana Group of Institutions, Bangalore

Mar 2022 - Current

- Strategic HR management, in collaboration with leadership, for 350+ employees, driving the company's growth and revenue.
- Develop & review HR policies and processes, ensuring compliance with local labor laws and industry best practices.
- Spearhead and streamline all HR Functions: Talent Acquisition, Onboarding, Performance management, Learning and Development, Employee Engagement, Employee welfare & Benefits, Grievance Management, HR Communications, Vendor Management, Payroll, Budgeting, HRIS systems, and Exit Processes.
- Analyze HR metrics using Power BI and Advanced Excel to identify trends, enabling proactive decision-making

Co-Founder and Senior Manager, HR

Gamechangers Foundation, Bangalore

Jan 2016 - Mar 2022

- Strategic HR management: Overseeing HR functions, talent acquisition, performance management, employee engagement, employee relations, and policy development. Drive organizational success through people-oriented initiatives and effective workforce management.

- Learning and Development: Drive employee growth through training, workshops, and e-learning initiatives.
- Global Mobility Management: Strategize and execute employee relocation, immigration, and expatriate programs for seamless international operations.
- Operations Management: Streamlining operations for optimal efficiency, cost savings, and process improvements.
- Business Development: Enhanced company growth through strategic partnerships, fundraising, and relationship building.
- Project management: Led diverse projects, ensured timely delivery, and collaborated with teams for successful outcomes

Assistant Manager, HR

Siemens Technology and Services Pvt Limited, Bangalore

Dec 2014 – Jan 2016

- Managing all transaction deliverables in scope for 50 employees on Global assignees
- Execute compensation package and coordinate payroll switch with benefits.
- Manage compliance and relocation services: tax, ISS, immigration, shipping, and property search.
- Manage projects related to Global Assignment Services and Compensation Benefits

Senior Associate, HR

Ernst and Young Global Limited, Bangalore

Nov 2008 – Nov 2014

- Managing assignment services for 20 global clients and overseeing 800+ expatriates in 63 countries and coordinating with global stakeholders.
- Review and scrutinize all Client Deliverables for the engagement team, including Balance Sheets, Compensation Statements, and Payroll
- Vendor Management for relocation, health, immigration, tax, and social security.
- Auditing invoices and funding requests.
- Team management, delegation, query resolution, skill development, backup creation, training.
- Implement process improvements which increased 30% efficiency in time and 100% quality.



Education

May 2022 - Current **Executive MBA: Leadership Strategy and Operations & Supply Chain**
NMIMS Global - Mumbai

Jul 2004 – May 2008 **Bachelor: Health Science**
Rajiv Gandhi University of Health Science - Bangalore

Jul 2019 – Oct 2019 **ALICT: Transformational and Organizational Leadership**
Institute For Transformational Leadership (ITL) - South Africa



Accomplishments

- **New Zealand Speaking Tour** – Raised 209 sponsors for educating children.
- **Best Performance** award received at Siemens Technology and Services Pvt Limited
- **Best Practices Award** - Stewardship idea implemented globally at Ernst and Young
- **Turbo Idea Award (Twice)** - Resource management, Exceptional performance, at E&Y
- **Extra Mailer Award (Thrice)** - Outstanding performance, flexibility, and quality at E&Y
- **Certificates Courses Done** – Advanced Excel, Power BI, SQL, Tableau