

AAYUSHI LAL

CAREER SUMMARY

- Management professional with 2+ years of experience across strategy, human resources, and business development functions.
 - An ardent HR enthusiast with demonstrated proficiency in talent management, learning & development, and organizational strategic engagements.
 - An empathetic individual and an excellent communicator with sharp written, verbal, and analytical skills.
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PROFESSIONAL EXPERIENCE

MT-HR | Aditya Birla Fashion & Retail Limited-Pantaloon | July 2022

- Planning as well as arranging orientations and induction program for the new joiners.
- Design compensation packages and bonus programs that align with the company's strategic plan Identify trends and implement new practices to engage and motivate employees
- Research employee satisfaction using surveys & quantitative data and Renew compensation plans with monetary and non-monetary benefits based on employee needs
- Lead the staffing for the set of stores across the roles of fashion assistant, department manager, store manager & support functions.
- Managing HR Operations by system hiring, separations, confirmations, incentive pay-outs, HRIS, and payroll management.
- Work closely with the zonal HR and HR COE leaders for robust collaborations to ensure consistent employee experience at the area level.
- Execute the manning at stores based on the productivity norm, Attrition Management Tracking & analysis of the in-store Attrition and Diagnose reasons and execute the mitigation plan.
- Monitor & drive adherence to labor compliance and ensure employee relations collaborate with the ER lead to drive discipline & manage misconducts and violations, domestic.

MT-Deputy Branch Head | Aakash Educational Services Ltd. | July2021-Feb2022

- Spearheaded the Mhow-Indore branch's strategic initiatives to establish and proliferate AESL's foothold enrolment target by 110% and secured an 86% NPS score.
- Developed training modules for the team basis upskilling requirements and coordinated training with other departments to fine-tune the online/offline training strategy.
- Led a performing team to ensure cross-functional efficiency through coordination among Marketing, Accounts, EDP, and Operations teams.

HR Intern | TATA Steel | May2020-July2020

- Revamped the User Experience (UX) in TATA Steel's onboarding process and layout program through the provision of an innovative and comprehensive department-specific training plan to ensure proficiency in Job tasks and execution of organizational norms.
- Revamped legacy processes on digital platforms to create a unified outreach strategy that improved the communication channels among their functional departments.
- Promoted utilization of tools and resources like onboarding checklists for smoother transitions.



- Increase page views for job ads using a mix of social media and job ad boards to reach out to a wider talent pool by 35%.
- Set protocols in place to connect the new employees with key people, resources, and information within the organization, and to set clear expectations, direction, coaching, and performance feedback.

Instrumentation Er | Amar Engineering Company | Aug2015-Jan2017

- Preparing detailed ERS catalogs for the concerned services, their after-sales offerings, and budget during the tendering process and managing the stakeholders.
- Creating the personalized offerings according to the client's requirements and preparing the pitch and GTM Strategy for it.
- Improvement in the strategy leads to a 33% increase in productivity for the sales team, which translate to incremental revenue.

EDUCATION

- MBA | Indian Institute of Management, Amritsar- HR & Marketing | 2019-2021
- Btech | Institute of Engineering & Technology, Lucknow- Electronics & Instrumentation | 2011-2015

KEY PROJECTS

- Prepared the full-time Employee Life Cycle in PROPERTYYY.com for 7 departments which included the subheads that are Talent Acquisition, Onboarding process, PMS, Training and Development, Retention Strategies, and Separation.
- Analyzed the IR / ER issues of Coal India Limited and conducted interviews across various roles, both from the management and union sides to gain a holistic idea of the situation to be used for academic purposes.

CERTIFICATIONS

- Strategic Human Resources by HRCI, LinkedIn Learning, 2021
- Recruiting Talent with social media-PMI LinkedIn Learning, 2022
- People Analytics by Udemy, 2019
- Lean Six Sigma Green Belt Certification by KPMG, 2019

