

SHASVAT TYAGI

HR Manager | 8756011851 | shasvattyagi4@gmail.com | <https://www.linkedin.com/in/shasvat-tyagi-b9a7371b4/> | Mumbai

EXPERIENCE

HR Manager

PIB Insurance Brokers 07/2025 - Incumbent

- Mumbai, India
- Led end-to-end recruitment and onboarding, including senior management hiring, while managing the entire employee lifecycle.
- Spearheaded HR operations across Direct, Agency, and Partner channels, supporting workforce planning and business alignment pan-India.
- Designed the organizational structure and incentive framework, ensuring role clarity, performance linkage, and productivity improvement.
- Administered HRIS, payroll, and attendance systems, ensuring accuracy, compliance, and timely salary processing.
- Formulated and implemented HR policies, conducted insurance domain training sessions, and strengthened employer branding and engagement.

Management Trainee

Tata Projects 03/2024 - 05/2024

- Mumbai, India
- Conducted in-depth competitor analysis on 19 EPC firms to identify industry trends and best practices in Diversity & Inclusion and talent acquisition strategies.
- Utilized Power BI to analyze 8 DE&I data points over a 3-year period, generating workforce analytics dashboards that visualized trends and informed data-driven diversity hiring decisions.
- Conducted a gap analysis and developed a comprehensive DE&I action plan with specific initiatives and measurable goals.
- Executed targeted sourcing initiatives focused on underrepresented talent pools, contributing to Tata Projects' diversity hiring strategy, optimizing the recruitment funnel, and aligning with broader organizational DE&I objectives.

Trainee Engineer

ATS Grand Realtors 07/2021 - 03/2022

- Noida, India
- Developed Bar Bending Schedules by interpreting structural drawings and specifications.
- Planned construction activities using Critical Path Method, optimizing task sequences, resource allocation, project timelines.
- Assisted in planning and monitoring manpower allocation across multiple project phases, developing skills in resource management, capacity planning, and workforce coordination.

Site Engineer

Ganga Infrabuild 09/2019 - 01/2021

- Kanpur, India
- Assessed worker productivity through Daily Progress Reports, identifying bottlenecks and recommending improvements.
- Developed comprehensive construction plans and technical drawings, including detailed blueprints and site specifications.
- Engaged with a team of 50+ field workers, honing interpersonal skills, conflict resolution, and people management in a high-pressure project environment.

EDUCATION

MBA HR

SBM, NMIMS 06/2023 - 03/2025

Mumbai

B-TECH(CIVIL)

NMAMIT, KARNATAKA 08/2015 - 05/2019

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SUMMARY

Dynamic and results-driven HR professional (MBA-HR) with hands-on experience in Talent Acquisition, Policy Design, and End-to-End Employee Lifecycle Management across diverse business verticals. Proven success in building HR systems from the ground up, driving compliance, and strengthening organizational structures for performance-led growth. Skilled in stakeholder management, campus recruitment, and creating scalable HR frameworks that enhance productivity and engagement in fast-growing environments.

KEY ACHIEVEMENTS

- Completed multiple HR certifications, including **Recruiting, Hiring & Onboarding Employees**, and **Strategic Human Resource Management** enhancing expertise in **talent acquisition**, **HR strategy**, and **employee onboarding**.
- Developed a **dynamic e-commerce sales Dashboard in Power BI**, visualizing key metrics such as revenue trends, customer acquisition, product performance, and sales conversions; enhanced decision-making and improved reporting efficiency by streamlining data insights for stakeholders.

SKILLS

HR Tools

- Microsoft Power BI, MS Excel

HR Functions

- Talent Acquisition, Employee Engagement, Performance Management, Onboarding

HR Analytics

- Data Analysis, Diversity Hiring Metrics, Workforce Planning

CORPORATE PROJECTS

Sparkhive

- Proactively sourced qualified candidates through job boards, social media platforms, professional networks, and referrals, strengthening the **talent acquisition pipeline** and enhancing **diversity hiring efforts**.
- Conducted resume screening, initial interviews, and candidate assessments to evaluate qualifications, skills, and cultural fit; coordinated end-to-end **recruitment logistics**, improving **candidate experience** and **time-to-hire** efficiency.

ACADEMIC PROJECTS

Talent Planning and Acquisition

- Designed an **HR analytics dashboard** in Excel tracking 10 key recruitment and performance KPIs; leveraged data-driven insights to identify trends and improve employee retention by 20%.

Managing Change and Organizational Development

- Analyzed transformational initiatives at Domino's and developed a strategic change management plan using **Kotter's 8-step model**, enhancing operational effectiveness and stakeholder engagement.

Performance Management

- Led the redesign of a **Performance Management System** for a 70-employee organization; conducted a gap analysis and created an implementation roadmap to strengthen strategic alignment and employee engagement.

Inclusive Workplace Culture

- Conducted a cultural analysis of inclusivity at an AI solutions company, offering recommendations to enhance **diversity**, innovation, and employee engagement through an inclusive workplace culture.