

# SHASVAT TYAGI

HR Manager | 8756011851

[shasvattyagi4@gmail.com](mailto: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

📍 Nitte

## 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.