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Denton, TX 75024

SKILLS

- Data Analysis
- Machine Learning
- Data Visualization
- Statistical Analysis
- Programming Languages- Python, SQL
- Project Management
- Communication
- Leadership
- Research-oriented
- Problem Solving
- Team Collaboration

SHEETAL

PROFESSIONAL SUMMARY

Master's student in Business Analytics at UNT, with a Bachelor's in Computer Science Engineering and an MBA focused on business. Over 3 years of experience at companies like Goldman Sachs and LinkedIn, with expertise in data analysis, business analytics, machine learning, statistics, and data-driven strategy. Committed to leveraging data to uncover actionable insights that drive organizational growth and enhance decision-making processes, contributing to innovative solutions for complex business challenges.

EDUCATION

Master of Science, Business Analytics: UNT, Denton, TX
Expected Graduation- 2025
GPA 4.0

MBA, Human Resources: IFIM Business School, India
Graduate in 2020 with a GPA: 3.8, Distinction and an A+ grade

Bachelor of Engineering, Computer Science
Visvesvaraya Technological University (VTU), India
Graduated in 2018 with First Class Honors in Computer Engineering, with a focus on SQL, Programming, Mathematics, and Data

WORK HISTORY

December 2022 - June 2024

LinkedIn - People Analytics Analyst, India

- **Internal Mobility Recommendation System:** Collaborated on the "Talent Heat Map Initiative," a project designed to enhance internal job-matching and employee mobility using collaborative filtering. The system recommended roles based on employees' skills, experience, and aspirations, resulting in a 30% increase in internal transfers and a 25% reduction in role-filling times.
- **Compensation Benchmarking Model:** Supported the team in developing a benchmarking model to evaluate internal compensation against market standards. The analysis uncovered gaps, leading to targeted adjustments that increased offer acceptance rates by 45% and strengthened the overall talent acquisition strategy.
- **Attrition Cost Analysis Tool:** Developed a tool to estimate the costs associated with employee attrition, analyzing recruitment, training, and productivity losses. These insights justified new retention programs that ultimately saved the company approximately \$1.5 million over two years by reducing turnover in key roles.

October 2020 - October 2022

Goldman Sachs - Human Capital Management-EHRT-Analyst, India

- **Developed HR Analytics Dashboard** : Created an interactive Tableau dashboard to track key HR metrics like headcount and turnover in real time, improving decision-making efficiency by 30%.
- **Conducted Compensation Equity Analysis** : Used statistical techniques, including regression analysis, to assess compensation fairness across employee demographics such as gender, age, job level, ethnicity, professional experience etc. This informed data-driven policies, promoting a fairer and more inclusive compensation structure.
- **Evaluated Training Program Impact** : Applied A/B to evaluate the effectiveness of employee training by comparing participant's skill levels before and after program completion. Analysis of segmented performance data informed adjustments to training content and delivery, resulting in a 25% increase in impact and improved workforce competencies.

January 2020 - June 2020

IFIM Business School - Graduate Research Assistant, Bangalore, India

- Assisted faculty with research by gathering and analyzing business data.
- Contributed to writing and editing academic papers and preparing research materials.
- Organized academic workshops and conducted literature reviews to identify research gaps.

Key Accomplishments during this tenure:

- MBA dissertation, "Leveraging Technology & People Analytics in Talent Acquisition," was recognized as the Best Project (of Batch 2018-2020), by Bangalore University.
- Published a paper in the International Journal of Scientific Research in Computer Science, Engineering & Information Technology, Volume 4, May-June 2018.

January 2019 - December 2019

IFIM Business School - Teaching Academic Assistant, Bangalore, India

- Assisted faculty by preparing instructional materials, including handouts and presentations.
- Held office hours for tutoring and academic support on complex concepts.
- Evaluated student work and provided constructive feedback.
- Proctored exams to maintain academic integrity.
- Communicated with students via Schoology to address questions and facilitate discussions.
- Managed classroom behavior effectively, creating a positive learning atmosphere conducive to academic success.