

Monika Dias

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SUMMARY

Strategic People Partner with over 10 years of experience driving business growth within high-tech environments by aligning people strategies with organizational goals. Expertise in leveraging people analytics and AI-powered HR platforms to optimize people operations, talent acquisition, and performance management. Successfully implemented a data-driven retention program that reduced key talent attrition by 15% and launched a comprehensive DEI initiative that boosted leadership diversity by 30%.

SKILLS

Core HR Skills: Strategic Planning, Business Acumen, Talent Management, Employee Lifecycle, Employee Engagement & Relations, Performance Management, Succession Planning, Compensation & Benefits, Compliance & Labour Laws, People Operations, Policy & SOPs, Analytical Skills, HRIS Systems, Organisational Development, Change Management, Operational Efficiency

Organisational Skills: Excellent Communication, Cross-Collaboration, Problem Solving, Interpersonal Skills, Leadership, Emotional Intelligence, Conflict Resolution, Adaptability, Flexibility, Coaching & Mentorship, Agile Team Leader, Multi-Tasking & Decision-Making

CORE RESPONSIBILITIES

TALENT MANAGEMENT

- Addressed key personnel gaps by implementing a robust recruitment strategy, decreasing time-to-hire from 45 to 30 days and a 10% increase in candidate quality.
- Led Diversity and Inclusion initiatives, enhancing **workforce diversity by 15%** over three years.
- Redesigned new robust onboarding systems, resulting in a **22% reduction in onboarding time** and a 12% increase in employee retention & satisfaction with complete employee lifecycle management.

EMPLOYEE ENGAGEMENT & RELATIONS

- Elevated employee satisfaction & engagement scores by 20% by accomplishing new employee engagement programs, rewards & recognition programs, wellness initiatives, training programs and town-halls.
- Executed employee surveys, feedback mechanisms and outperformed action plans to address key talent issues, leading to a 15% increase in employee engagement and retention.
- Successfully led organizational change initiatives, minimizing disruption and **boosting engagement**, while reducing **absenteeism by 14%** through enhanced wellness programs.
- Demonstrated the company's core values through effective decision making to foster positive & high performing work culture.

PEOPLE OPERATIONS & DATA DRIVEN EFFICIENCY

- Spearheaded HR transformation projects, cross-collaborated with teams bringing in operational efficiency, reducing operational costs annually and improving process effectiveness by 35%
- Prepared dashboards & reports for leadership to track headcount, attrition, and cost-per-hire.
- Crafted the HR Frameworks, policies & processes by ensuring 100% compliance and labour laws.
- Implemented the HRIS systems like Workday, ZOHO, ADP and others resulting in reduction of administrative time and increasing data accuracy.
- Developed compensation and benefits strategies to balance cost efficiency, market competitiveness, and employee satisfaction. Managed payroll processing for over 600 headcount while ensuring accuracy & timely payments.

TRAINING & DEVELOPMENT

- Amplified training program participation by 30% through engaging and relevant training initiatives.
- Developed and implemented a new performance management system with competency matrix, resulting in increased employee performance, enhanced employee skills & lower turnover rates.
- Established and executed a succession plan, resulting in an improved leadership pipeline and filling internal critical positions.

PROFESSIONAL EXPERIENCE

Freelancing with SARATHII CONSULTING

HR Consultant

Client Deputation: Infraspec (Bangalore) as HR Consultant from May 2024 till Feb 2025

REMOTE, INDIA

Sep 2022 till date

RENEGADE INSURANCE LLC.

HRBP

REMOTE, INDIA

Sep 2021 to Jun 2022

GOJEK (GOTO Group)

People Business Partner

BANGALORE, INDIA

Sep 2016 to Sep 2020

LEFTSHIFT TECHNOLOGIES PVT. LTD.

HR Manager

PUNE, INDIA

Oct 2014 to Sep 2016

CAPITA INDIA PVT. LTD. (ON CONTRACT)

HR Associate

PUNE, INDIA

Sep 2010 to Feb 2011

TEFFY ASSOCIATES PVT. LTD.

HR Executive

MUMBAI, INDIA

Jun 2007 to Sep 2008

AON HEWITT

Team Member

MUMBAI, INDIA

Oct 2006 to May 2007

RELIANCE COMMUNICATION PVT. LTD.

Customer Service Executive

MUMBAI, INDIA

Dec 2003 to Oct 2006

EDUCATION

PGDBM – HR MANAGEMENT | Welingkar Institute | MUMBAI, INDIA | Jan 2008 to Feb 2009

BACHELOR OF COMMERCE | Mumbai University | MUMBAI, INDIA | Mar 2000 to Mar 2003

HR SOFTWARE TOOLS: WORKDAY, ADP WORKFORCE NOW, KEKA, ZOHO (PEOPLE & PAYROLL), FRESHDESK, JIRA, RECRUITERBOX, LEVER, MS-OFFICE