

Tapanjeet Singh Makker

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Profile Summary

- MBA (HR) from XLRI Jamshedpur with 12+ years of global experience in HR across **Technology, Gaming, Consulting and Pharmaceutical** industries
- Adept at managing stakeholders, including engineering, CS, R&D, consulting and product teams, and aligning HR initiatives with business goals
- Proven expertise in fast-paced, high-growth environments, scaling teams, and leading change management initiatives
- Experienced in organizational transformation, talent strategy, and capability building to drive business agility



Work Experience

Jan 2024 to Present – Lead HRBP, Dr. Reddy’s Laboratories (DRL), Hyderabad

As a Lead HRBP for DRL’s Innovation business, I work closely with Senior Leadership, various HR functions & geography HR partners in creating and implementing HR programs and initiatives from a Central Innovation Office perspective. I am also currently working on assignments in the area of Org Design, Operating Model, Capability Building, TA, etc.

Oct 2022 to Dec 2023 – CHRO, Deltatech Gaming Limited, Gurgaon & Goa

Led the people agenda (and a team of 9, including 2 from the admin team) for Deltatech Gaming Limited. Worked on projects across Talent Management, Performance Management, Change Management, Engagement, Employee Relations, HR Processes streamlining, Vendor collaborations and most importantly, playing the balancing act between stakeholders from DGL and the parent company, Delta Corp

Sep 2019 to Oct 2022 – Senior HRBP, GSN Games (erstwhile under Sony, now part of Scopely), Bangalore

Sr. HRBP at GSN Games, managing 2 major game studios while simultaneously leading ‘New Initiatives’ at GSN. Worked on programs around New Hire experience & on-boarding, Employee Wellness, HR process improvements, Performance management, Employee engagement, L&D Revamp, Change Management, R&R, Compensation bench-marking, Manager effectiveness and Compliance

June 2015 to Sep 2019 – HRBP, Deloitte USI, Hyderabad & Gurgaon

Served as HRBP for a large consulting team of 1400+ professionals, including software engineers, business analysts, and consultants. Worked on multiple charters in the areas of Business Partnering and Stakeholder Management, Employee Engagement, Program Management, Firm Level Initiatives – Including DEI & automation, Performance Management, Internal & External Branding, Employer Branding, Talent Acquisition etc.

April 2014 to May 2014 – Talent Intern Deloitte USI, Hyderabad (Awarded a Pre Placement Offer)

Project Title – Talent Acquisition: Viability of expanding the tax function to another location

Feb 2011 to May 2013 – Ericsson India Global Services, Noida & Zagreb (Croatia)

End to End Project and Program Management including an international stint in Croatia for a few months

Other Interests

Reading and listening to audio-books, outdoor activities and sports

Education

2013-2015 - MBA (Human Resources), XLRI Jamshedpur

2006-2010 - Engineering (Electronics & Telecommunications), University of Pune