PUSHKAR JANGALE

Experienced professional with a proven ability to drive strategic HR initiatives, enhance organizational processes, and resolve HR challenges. Skilled in providing tailored solutions to improve workforce efficiency and foster a positive work environment.

CONTACT DETAILS

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in LinkedIn

CORE COMPETENCIES

- HR Advisory & Strategic HR Planning
- Organizational Development
- Project Leadership & Execution
- **Project Delivery & Timeliness**
- Change Management & Transformation Initiatives
- HR Business Partnering HRBP
- **Talent Development & Succession Planning**
- Leadership Development & Competency Frameworks
- Diversity, Equity & Inclusion Initiatives
- Organizational Design & Restructuring
- Rewards & Recognition Program Strategy
- Compensation and Benefits Strategy
- **Employee Engagement & Retention**
- **Workflow Optimization & Process** Streamlining
- Stakeholder Relationship Management
- Cross-functional Collaboration
- Market Research & Competitive Analysis
- **HR Policies Development & Compliance**
- **Customer-focused Operational Strategy**
- Workforce Planning and Forecasting
- Talent Management & Competency Mapping
- Performance Management System
- **HR Analytics & Insights**
- HR Technology HRIS and LMS
- **Culture Transformation**
- **Employer Branding**
- Learning & Development
- Labor Law & Statutory Compliance
- **Employee Relations & Grievance Redressal**
- **Internal Communication Strategy**
- Change Readiness & Risk Mitigation
- **Recruitment Marketing & Talent** Acquisition

EDUCATION

- 2021: Master in Human Resource Development from Jamnalal Bajaj Institute of Management Studies, Mumbai
- 2024: Legum Baccalaureus (LLB) from ALC, Mumbai
- 2016: Bachelor of Mechanical Engineering (BE) from JTMCOE, Jalgaon

PROFILE SUMMARY

- Seasoned Professional with over 7+ years of extensive experience in Strategic Human Resources Initiatives, Leadership Development, Organizational Development, Change Management and Talent Assessment, skilled in designing and implementing transformative HR strategies that drive organizational effectiveness and foster a highperformance culture.
- A strategic thinker and trusted advisor, known for delivering impactful HR solutions that prioritize leadership development, organizational excellence, retention strategy backed by data-driven insights and robust analytical frameworks.
- Change Management & Innovation: Championed organizational change initiatives, leveraging innovative HR strategies to optimize workforce capabilities, streamline processes, and foster a culture of continuous improvement.
- Project Management Excellence: Directed multiple cross-functional and cross-project teams to execute large-scale interventions, consistently meeting the timelines, budgets, and quality standards.
- Strong advocate for continuous process improvement, ensuring HR operational excellence through standardization, optimization, automation and consistent adherence to policies and procedures.

WORK EXPERIENCE (Total 7+ Years)

Bajaj Finance Limited

Apr'23 – Till Date

Cluster Manager (Head: Employee Engagement, TA CoE & Internal Communication)

- Played strategic role in devising the Long-Range Strategy (LRS) and have spearheaded 3 Annual Operating Plan (AOP) projects for the calendar year which including OPEN 2.0, Underwriting 2.0 and Vernacular Translation Platform
- Envisaged and proposed 2 AOP projects for upcoming year which have already been approved and nominated to lead them which includes introducing Employee Badging Framework as part of R&R and launching an Intrapreneurship Completion which would be an org level event which in turn will help strategically leverage 50k+ employee strength to improve current business processes and introduction of newer business horizons resulting in exponential diversification and growth opportunities for organisation
- Contemplated, Introduced and Implemented an organisational wide Listening Framework (BOL) which intent to listen to the pain areas of employees that covers everyone from Top to Bottom i.e., >50K and ensuring their issue resolution
- Formulated the entire program and driven the connects for all employees on a monthon-month basis for Listening Framework (BOL), ensured that the sessions were conducted, feedback forms were filled, and a data insight was strategically generated with different cuts from the feedback using Chat GPT and was presented to the MD and Dy. MD office enabling them understand the voice on ground and to introduce newer policies and regulations accordingly
- Query tracker was incorporated and monitored from feedback received; 100% efficiency of query closure was ensured within TAT of 7 days thus working with cross functions/departments and gaining exemplary results which were appreciated and recognised
- Second phase of BOL was administered and processed which was established from insights of the first phase stating a communication gap between Top and the Senior Management which led to establishment of new framework in which Top and the Senior Management will have dedicated bi-monthly sessions for which program and event details were tailored made and crafted
- Third phase of BOL is underway focusing on low performing individuals (Bottom 10%) to enable and support them with skill and training needed by understanding their issues through dedicated interactive sessions with their skip level managers and strategically solving the same to ensure that they reach the pinnacle of their past performance and beyond
- Led Talent Acquisition Centre of Excellence vertical and have worked vastly on improving and enhancing ongoing process including streamlining the pre-existing Vendor invoice payment process by bringing its efficiency up to 98% from 34% in the period of 30 days while simultaneously reducing the TAT from 90 days to 30 days

SOFT SKILLS

- Visionary Thinking
- Negotiation & Conflict Management
- Innovative Thought Leadership
- Strategic Communicator
- Confidentiality and Integrity
- Diplomatic Problem Solving
- Employee Advocacy
- Crisis Management

ACADEMIC PAPER WORKS & PUBLICATIONS

- Impact of Employer Branding on Employee Retention
- Reverse Technique in Game Theory for Strategic Human Resource Management
- Human Resource Information System (HRIS): Importance in Organization's Success
- Managing Inter-Generational Conflict at Workplace
- Study and Analysis of effects of Employer sponsored childcare on Employee Retention and Performance
- Practical and Pragmatic Direction of an Organization in PAN India with High Diversification

- Introducing new functions and features needed to improve efficiency and enabling new technology to save time and efforts needed to complete transactions and eliminating manual interventions, thus automating process and reducing offer TAT by 38%
- Tried, tested, introduced, inducted and implemented **16 new functions** and **features** in TA CoE which has strategically **increased** the **overall departmental output by 18%** (Calculated on total offers per person)
- Performed central and critical role in **introducing ATS** and replacing it with CHROMA (previous HRMS) to **streamline the entire hiring process** and have **provided support** ever since its inception to resolve issues in newly introduced system by resolving an average of **4000+ tickets/quarter** with **97% TAT efficiency** and played **crucial part** in **change management** of the entire ecosystem
- Helmed OPEN which is the internal communication Intranet portal which hosts 200+ microsites and all the internal communications in the organisations are routed through this portal which is used by 50K+ active users
- Launched **50+ campaigns** and promoted **35+ initiatives** throughout the organisation in the period of a year and have received an **uptick of 220%** in terms of **viewership** and users through various **strategic initiatives**
- Conceptualizing, planning and organizing brand development and promotional activities
 by developing new communication strategies mix and new strategies for the brand,
 thus resulting in achieving desired target audience penetration
- Instituted and maintained **new microsites** for **20+ businesses enabling** them to strategically **better track** their **leads** and convert business numbers by **increasing** their **customer conversion rate** from **4% to 7%**
- Prepared and maintained marketplace for all employees to buy, sell and/or rent personal belongings along with development of notice board to enable connecting employees with similar requirements/interests
- New marketplace for business is under development where the seized vehicles, flats, properties, etc. will be available for all employees to buy thus enabling them to get better deals and helping organisation to strategically foreclose on the defaulted loans
- Drafted and developed OPEN 2.0 (Intranet Portal) from scratch after benchmarking 20+ industry portals and started development of the newer version with additional 18 functions and 12 features making it cutting edge as compared to others in current market

PREVIOUS EXPERIENCE

Polestar Solutions and Services India Pvt. Ltd. | CoE Manager and HRBP

Jul'21 – Jan'23

- Pioneered and Implemented innovative projects in **Center of Excellence** and **L&D** like Car Leasing Policy, Food Coupons, People Manager, Mood Analytics, R&R, GPTW Certification, Training program for GETs, Soft Skill Training Modules, Travel & Expense, Leave and Sabbatical Policy
- Executed the role of **HR Operations Lead** and **In-house Legal Counsel** for all legal affairs and have strategically worked on all official documents and communication affiliated with Employment, Medical and Organisational Insurance, Pulse Survey and Legal Notices
- Worked as Human Resource Business Partner and in Talent Management on resignation conversations, exit interviews, predetermining
 resignation, root cause analysis of exit reasons and revamping policies to decrease attrition by around 10%
- Worked and headed projects in **Change Management, Organisational Development, Organisational Efficiency, Talent Management, Leadership Development, Competency Framework, Employee Experience, Organisational Design,** etc
- Monitoring and managing the existing processes as the Change Agent; executing new processes as and when required
- Pivotal in monitoring **overall functioning of processes, identifying improvement areas and suggesting adequate measures** to strategically maximise employee efficiency and employee experience
- Exercised the role of **Resource Manager** and managed Resource Planning, Resource Allocation, Demand Forecasting, Bench Report and Analysis using Anaplan which **reduced the total bench of organisation by 15%** and ensured optimum utilisation of resources
- Extensive exposure in ensuring speedy resolution of queries / grievances / escalations within determined TAT; exhibited a firm approach in attending and resolving requests & complaints; by conducting rigorous follow-ups

Chief Minister's Office, Government of Maharashtra | Chief Minister Fellow

Aug'18 – Jul'19

- Initiated and Executed projects in diverse sectors including Employment Generation, Industrial Development, Rural Development, Poverty Eradication, Waste Management, Environmental Protection, Health Care, River Rejuvenation, Micro-Financing, etc
- Pioneered and carried out various Government Initiatives including Wawar, Jaipur Rugs, VSTF, MSRLM, Morna River Clean-up, Solid Waste Management, Planning of Rehabilitated Villages, Riverfront Development, POCSO, United Nation Development Program, etc
- Spearheaded Systematic Voters' Education & Electoral Participation Program in Akola for LokSabha Election 2019 which culminated highest voting percentage ever for Person with Disability in the entire country with 74.19% compared to 59.98% voting in district
- The turnout was achieved by formulating strategies like providing free pickup-drop, building ramps for better accessibility, providing wheelchairs at every booth and appointing 'Yuva Mitra' by coordinating with the teachers union for assistance on voting centres
- Excelled Akola district to 2nd rank from 23rd in the state in VSTF by attaining the Sustainable Development Goals set by United Nation from 17.04% to 94.78% within 3 months by forming war room and creating a real time tracking dashboard which mapped progress of activities divided and detailing into 20000+ tasks with per person distribution of work along with individual deadline
- Formulated and assisted for an MoU between Jaipur Rugs and the United Nation Action Room for poverty eradication in the region which will bring 15000 people above the poverty line within the next three years with the help of micro-financing and SHG

- Devised and drafted Public Policy named Kushal Akola for Competency Mapping of Individuals in Rural Areas and will empower them by providing various Training and Development programs for Skill Development which has been set up with local industries
- Instigated and accorded a state of the art Policy on Land Acquisition, Investment, Reimbursement, Rehabilitation and Resettlement of people to the Government of Maharashtra which will **bolster the underprivileged and less educated** and is under evaluation for consideration to be passed as a state law in the near future on instructions of the former Chief Minister of Maharashtra

The All India Plastics Manufacturers Association | Chief Minister Fellow

Feb'18 - Aug'18

- Directed and collaborated with diverse departments including Corporate Social Responsibility Cell, Public Relation and Media Management,
 Business Development Department, Environmental Protection Department, Legal Department, etc
- Designed and developed the proposed Business Model for EPR, Navigated and transformed the Maharashtra Plastic Ban Case by scrutinizing the legal team which represented 22000+ plastic industries, Monitored the Versova Beach Clean-up Project, etc

Sudeep Chemical | Engineer

May'16 - Jan'18

Overseer as an Engineer in Operations and Sales department to overlook batch sizing along with developing new clientele

INTERNSHIP EXPERIENCE

Amazon Development Centre India Pvt. Ltd. | Summer Intern

Apr'20 - Jun'20

- Developed and delivered an initiative to increase Amazon's Campus Engagement & Brand Presence at B-Schools by conducting a competitor benchmarking of attraction and engagement activities on MBA campuses with APAC Student Program Team
- Devised the project by incorporating both Quantitative and Qualitative tools on the conclusive evidence gathered enabling a data driven
 decision to design & incorporate new program with as many as 95.5% of respondents stating the need for this new initiative
- Analysed data gathered from 3 levels of data collection Quantitative data by surveying 304 individuals, Focus Group Discussion data of two groups with 25 individuals each and Qualitative data gained by conducting in-depth interviews of 55 individuals

Eduaboard Consulting Pvt. Ltd. | Assistant Faculty

Jun'20 - Jul'20

 Designed, developed and delivered a Virtual Internship Program for 25 pre-graduate students to motivate and prepare them for corporates by conducting lectures, teaching modules and coordinating with students and industry working professionals/mentors

ACHIEVEMENTS

Awarded 2 times by Bajaj Finance's Insurance Business for Exceptional Performance and Outstanding Contribution

Completed a Basic Course in Writing Dialogue and Scenes for Screen from Film and Television Institute of India (FTII)

(2023)

(2024)

(2020)

(2016)

- Awarded 4 times by founders for Skill Building, Maximum Productivity, Constantly Exceeding Deliverables, Positive work environment & team work based on Leadership Potential and Business Success
- Secured highest grade in Entrepreneurship Management by performing exceptionally both in academic and practical set-up
- Selected from 7000+ participants nationwide for 12-month Chief Minister Fellowship Program for incorporating new technological solutions in the Government by leveraging the leadership potential and academic success of the youth for development (2018)
- Represented J.T.M.C.O.E. at Inter Collegiate Swimming Tournament in 50 meters freestyle and butterfly swimming category

LEADERSHIP & PARTICIPATION

Elected from the college and thriving the role of Placement Committee Member for the students of JBIMS

(2019-2021)

Volunteered in the Dadar Beach Clean-Up initiative by participating with Beach Warriors for a cleaner and better Mumbai

(2019)

Marshalled Spandan (An Inter State Level Cultural Event) as an Event Organiser and Co-ordinating with 1000+ participants

(2016)

TECHNICAL SKILLS & TOOLS

- Microsoft Office Suite
- Project Management Tools MS Projects, Azure, Draw.io

PERSONAL DETAILS

Address: Pune – 411015

Date of Birth: 02nd November, 1994

Languages Known: English, Hindi & Marathi