

Profile Summary

Dynamic and results-driven Senior HR Business Partner with over 5 years of progressive experience in aligning people strategies with business objectives. Proven track record in leading HR transformation initiatives, performance management, talent engagement, change management, and strategic workforce planning. Adept at leveraging data insights for decision-making and building high-impact programs that improve culture, retention, and employee productivity. Strong background in cross-functional stakeholder management and organizational development.

Key HR Skills

People Analytics | Performance Management | Recognition Frameworks | Onboarding & Culture Building | Workforce Planning | Change Management | Talent Strategy | Stakeholder Management | Data-driven Decision Making | Articulate Storyline 360 | MS Office Suite

Professional Experience

Info Edge (India) Ltd.

Manager – Human Resources Business Partner

Mar 2022 - Present

- Acted as strategic HR partner to business leaders to drive alignment between people practices and business growth.
- Designed and executed a 90-day onboarding program enhancing new hire experience; reducing early attrition from 52% to 26%
- Created monthly attrition dashboards and implemented data-backed retention strategies for the Sales team.
- Championed HR policy governance and rolled out initiatives such as internal mobility and incentive schemes.
- Owned the end-to-end performance management cycle across business verticals with 100% accuracy.
- Led engagement charter via HR Hubs, FGDs, Coffee Chats, and 1:1 connects for 500+ employees.

Central Projects –

- Led central HR tech project deploying AI-based chatbot (Infeedo) to drive employee engagement and feedback automation.
- Drove Info Edge's mental health strategy, partnering with EAP providers to institutionalize emotional wellbeing practices.
- Spearheaded the cross-functional POD focused on upskilling hiring managers on interviewing techniques and candidate experience.

Reliance Nippon Life Insurance

Deputy Manager – Human Resources

Feb 2021 – Feb 2022

Talent Acquisition and Strategy

- Led the Young Leaders Program across Tier-1 B-schools; crafted compensation strategy & campus segmentation.
- Designed Employer Branding roadmap to position RNLIC as an employer of choice.
- Rebranded the IJP program to drive internal talent mobility.

Learning and Engagement

- Built recognition and engagement frameworks for key business functions aligned with CEO Office initiatives.
- Developed custom eLearning modules for Customer Care and Complaints teams using Articulate.
- Co-authored the Culture Audit and conducted company-wide employee surveys for Great Place to Work certification

Kotak Securities Limited

Assistant Manager

Jul 2017 – Jun 2018

- Involved** in sales of strategic financial products and offered advisory services to high-value corporate clients
- Advised** exporters and importers to gain significantly on their gross FX exposure using Kotak's Hedge Optimizer Model
- Managed** the FX risk of large and mid-sized corporate clients in currency derivatives segment
- Assisted** corporates to hedge their exposure on Exchange platforms via futures, options and exotic derivatives strategies
- Handled** Customer Relations of Key client accounts in Delhi- NCR region
- Cross-selling** of third-party products like portfolio management services, equities and mutual funds to HNIs

MBA HR Internship & Live Project

Mahindra & Mahindra | Group Management Cadre Intern

Apr 2020 - Jun 2020

Project Title	Engaging and Retaining Employees using Design Thinking Principles
Project Description	<ul style="list-style-type: none"> Analyzed and Interpreted the existing data related to employee turnover Qualitatively measured and assessed the root causes of high employee turnover using tools like 5 why analysis Identified pain points and areas of improvement basis 110+ in-depth interviews of employees at Branch, Regional & Head Office Created Empathy Maps, Point of View Statements and How Might We Questions using qualitative data Ideated and Recommended Business as well as HR strategies for managing high employee turnover Constructed forward looking solutions by evaluating pain points of 60+ current employees and senior leaders Benchmarked and studied best practices for controlling turnover across BFSI sector
SAR Group CHRO's Office	
Sep 2020 - Oct 2020	
Project Title	Live Human Resource Project: Employer Branding for SAR Group
Project Description	<ul style="list-style-type: none"> Conducted extensive secondary research on crafting a compelling employer brand Proposed step wise strategy and devised a phased implementation plan to create a strong employer brand Benchmarked unique and best practices for employer branding across organizations

Education Details

Course	Specialization	Institute	University/Board	Year	CGPA/%
MBA	Human Resources	SIBM, Pune	Symbiosis International University	2021	7.33/10
B.com(H)	Commerce	Hansraj College	Delhi University	2017	72%
XII	Commerce	St. Columbo Sr. Sec. School	C.B.S.E.	2014	89%
X	General	St. Columbo Sr. Sec. School	C.B.S.E.	2012	9.0/10

Achievements	
Certifications	<ul style="list-style-type: none"> • Design Thinking for Innovation, University of Virginia, Coursera 2020 • Microsoft Office Specialist, Microsoft, 2019 • Certified Capital Market Professional, Times Professional Learning, 2017
Academic/Professional	<ul style="list-style-type: none"> • Published, T&D Initiatives as drivers of Employee Performance: Case of Indian Banking Sector, 2020 • Certificate of Appreciation, Hansraj College, 2016
Extra-curricular	<ul style="list-style-type: none"> • Campus Finalist, Infosys Ingenious, Infosys, 2020 • National Finalist, adHRit, National Level Case Study Competition, IIT Madras, 2020 • National Finalist, Advaita IRIS– National Level HR Case Study Competition, IIM Indore, 2020 • National Finalists, Decifrare, Udbhav, IIM Lucknow, 2020 • Intern, Yoddhas – A cancer fighting NGO, 2015
Positions of Responsibility	<ul style="list-style-type: none"> • Team Coordinator, Vitarka - The HR and IR Club, SIBM Pune 2019-20 • Organizer, cHRySalis, National Level Case Study Competition, SIBM Pune, 2020 • Event Associate, Cofee with SIBM , National Level Seminar, SIBM Pune, 2019 • Co-editor, HR Fusion, Annual HR magazine, SIBM Pune, 2019 • Event Associate, HR Conclave, Annual HR Summit, SIBM Pune, 2019 • Event Organizer, HReplika, National Level Business Simulation Competition, SIBM Pune 2019 • Senior and Creative Head, Equinox - Annual Summit, Hansraj College, 2016-17 • Member, TEDxHansraj College, TED, 2015-16
Additional Information	<ul style="list-style-type: none"> • Languages : English, Hindi