

Anjali Malik

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Bio

A driven and skilled Human Resources professional with 6 years of comprehensive experience driving key initiatives in HR verticals like Compensation, Benefits and Well-being. Driven to enhance employees' workplace experience by data driven and yet empathetic, employee centric practices. Seeking challenging roles and hoping to create value via sustainable business solutions

Education

Tata Institute of Social Sciences	Mumbai, India
Master of Arts in Human Resources Management & Labour Relations (<i>Gold Medalist, Rank 1</i>)	2017-2019
Banasthali University	Rajasthan, India
B.Tech in Information Technology (<i>First division</i>)	2010-2014
N.K. Bagrodia Public School	Delhi, India
Class XII (<i>Full Merit-based Academic Scholarship</i>)	2010
Queen Mary's School	Delhi, India
Class X (<i>Ranked 1st</i>)	2008

Work Experience

Reckitt Benckiser Co.

August 2023 – Present

Rewards Lead, South Asia

- Designing the **rewards and talent philosophy** for an evolving **global capability center (GCC)** workforce across functions like Finance, HR Shared Services etc., focusing on internal parity, other global hubs and India market parity
- Worked on a **local market variable pay program re-hash** and implementation for India Sales function to account for local market nuances like granular business performance metric considerations
- Aided talent retention efforts** in key functions by focused interventions: Conducted gender pay gap analysis & consulted on talent interventions where attrition was not financially driven, helping to reduce employees below range from 13% to 5%
- Led a **benefits re-design and roadmap project**, to review the existing benefits offerings by conducting market studies, internal surveys and leveraging leadership insights to suit futuristic employee needs
 - Successfully revamped Insurance programs including vendor negotiations, implementation and communication
 - Proactively led policy design and roll-out of benefits for blue collar workforce and other programs like compassionate leave, domestic travel policy etc.
- Other projects:** Led Bangladesh salary restructuring in line with statutory compliances, managed global mobility- offers and benefits, HR transformation projects and transition- online people cost planning, mid-year adjustments etc.

Deloitte Consulting Pvt. Ltd.

May 2019 – August 2023

Assistant Manager, Total Rewards (Compensation & Benefits)

September 2021 – August 2023

Managing **dual responsibility** of: **Compensation** strategy & management based on external market ecosystem and internal alignment for Deloitte's Audit and Assurance vertical and firm-wide **Benefits & Well-being** program design and deployment (~80,000 employees)

- Facilitated benefits review and **alignment in M&A scenarios**, working on a low-cost benefits program design
- Facilitated **market study of variable bonus payout trends** amongst competitors across industries to supplement and validate annual market data received from benchmarking partner. Leveraged surveys, interviews and recruitment/ sourcing team inputs to analyze offer and hike letters for proposed changes with regards to bonus ranges, inclusion of benefits cost in CTC and other market practices

Analyst/ Sr. Analyst, Total Rewards (Compensation)

May 2019 – August 2021 (Promoted Sept. 2020)

- Designed compensation ranges** across roles basis market data analysis, internal business priorities & talent landscape considerations
- Managed the compensation **strategy for new job families** within the business- job role description creation, liaising with third-party vendors for job mapping and salary benchmarking, creation of hiring ranges and fitments considering internal parity
- Initiated a **deferred bonus and attrition correlation** analysis to drive compensation structure change enabling firm savings
- Created a framework of using multiple anchors for **year-end compensation analysis** (data-driven actionable insights)

Industrial Development Bank of India (Assistant Manager)**Oct 2016 – Jan 2017**

- Responsible for streamlined retail banking operations and customer management

State Bank of India (Assistant Manager)**Dec 2014 – May 2015**

- Acquired knowledge across domains (personal/digital banking, credit operations etc.) while introducing process digitization

Internships**SEED CSR****April 2019**

- Worked on annual social audit & sustainability report of a youth skilling project undertaken by SEED CSR on behalf of Delhi Aviation Fuel Facility Private Limited (DAFFPL). Initiated post-placement analysis for project efficiency & long-term impact

National CSR Awards (Field Verification Professional)**April 2019**

- Assisted as an independent expert in field verification of two finalist organizations for the National Corporate Social Responsibility (CSR) Award by Ministry of Corporate Affairs, Govt. of India

M.A. Dissertation (Workplace Bullying: Changing Forms of Bullying, Their Impact and Coping Mechanisms)**April 2019**

- The research aimed to study prevalence, nature and impact of bullying in organizational setups, using in-depth narrative interviews. Major findings relate to the need for a more exhaustive definition of bullying, its correlation with engagement, low reporting of such incidents and how targets cope

Hindustan Petroleum Corporation Ltd.**Dec 2018 – Feb 2019**

- Conducted & analyzed an Employee Happiness Survey amongst non-management factory staff at HPCL Refinery

Bajaj Auto Ltd.**Sept 2018 – Oct 2018**

- Designed an Employee Engagement Framework based on organizational challenges ascertained by qualitative interviews. The framework outlined focus areas based on job role, gender, demographics.

Deloitte Consulting Pvt. Ltd**June 2018 – July 2018**

- Undertook a 3-year trend analysis of annual spends on employees. Leveraged diverse metrics to provide actionable insights

Larsen & Toubro Infotech (LTI)**Dec 2017 – Feb 2018**

- Designed a simulated, e-based Competency Assessment Tool for Managers which mapped their proficiency on various competencies and identified potential training domains by leveraging text mining

Protolab Electrotechnologies Pvt. Ltd.**July 2017 – Oct 2017**

- Assisted in organization structure re-design & policy changes for reducing absenteeism and indifference at workplace
- Created an HR manual for formalization of various processes like hiring, performance management and leaves management

Awards

2024	- Awarded for 'Building Shared Success' at Reckitt
2022	- Applause Award, Deloitte USI
2021	- 'COVID Warrior' Award at Deloitte USI
2020	- Special Recognition Award, Deloitte USI
2019	- Applause Award, Deloitte USI
2019	- National Institute of Personnel Management (NIPM) Silver Medal
2017-2019	- Institute Gold Medal and S. Kalsi Shield to the Best Student, Master of Arts (TISS)
2017-2019	- Mrs. S.R. Panakal Shield to the Best Student in Fieldwork, Master of Arts (TISS)
2017-2019	- NTPC Gold Medal to the Best Girl Student, Master of Arts by National Thermal Power Corporation Ltd.
2017-2019	- S.D. Marathe Endowment Prize for Best Student by National Institute of Labour Management Trust NILM)
2017-2019	- M.K. Tata Prize to the Best Student, Master of Arts

Certifications & Co-curriculars**Certifications/ Workshops**

- Facilitation Skills Certification, WeAreIdeas Consulting & 3M
- Co-facilitator, Leadership Development Workshop, Leaders Track Consulting
- Student Coordinator, Assessment Center, TISS

Case Study Competitions

- Campus Finalist, TBLA- HR Case Study by TAS
- Campus Finalist, Interrobang- HR Case Study by ITC

Positions of Responsibility**Co-founder, HR Incubation Cell at TISS (2019)**

- Organized the 1st StartUp Summit & launched Incubation Cell

Member, HRM&LR Forum (2017-19)

- Organized annual management festival of TISS, Mumbai. Coordinator for management conclave featuring renowned leaders and international awardees

Editor, Aayam (2010-14)

- Core team editor of University Literary magazine
- Organized annual literary fest of Banasthali University