



UDDALAK BANERJEE

PGDHRM ,Human Resources (XLRI Jamshedpur),
BTech , Computer Science Engineering (NIT Raipur)



PROFILE DETAILS

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Profile Summary

HR Leader with **12+ years of experience** in strategic HRBP roles, M&A integrations, talent management, and organizational transformation across FMCG, telecom, and consulting. Proven expertise in:

- Post-merger HR integration & due diligence | - Talent pipeline optimization | - Labor compliance & cost optimization
- Change management & employee engagement | - Performance management systems | - HR business development

Awards: HR Leadership Award (World HRD Congress 2023), CIPD Outstanding Student Nominee (Top 5 globally), BW Emerging HR Leader (2020).

Core Competencies

HR Due Diligence | Post-Merger Integration | Talent Management | Compensation Structuring | Employee Engagement | Labor Compliance | HR Business Development | Performance Management

ORGANIZATIONAL EXPERIENCE

Organisation Name	Ernst & Young (Parthenon)	Location	Gurugram, Haryana
Designation	Assistant Vice President	Tenure	Sep 2024 – Present
•HR Integration :Spearheaded HR integration for a ₹72,000 Cr merger , harmonizing compensation, job bands, and PMS for 8,000+ employees , ensuring Day 1 readiness.			
•Due Diligence : Conducted HR due diligence for a ₹1,000 Cr pharma carveout , identifying workforce liabilities and designing transition plans.			
•Business Development: Won 5+ client proposals (hospitality/pharma sectors) by developing tailored HR solutions for workforce optimization.			
Organisation Name	Vodafone Idea	Location	Kolkata, WestBengal
Designation	General Manager – HRBP	Tenure	Sep 2022 – Sep 2024
•Attrition Reduction :Reduced voluntary attrition to 12.5% (vs. 20.5% national average) via initiatives like Project Phoenix (women retention) and MyHR1.0 (field engagement).			
•Talent Development :Improved managerial effectiveness scores by 12% through coaching programs; piloted SIP Council to analyze sales incentive metrics.			
🏆 Awarded 2nd rank in Vi National HR Championships (2023).			
Organisation Name	Dabur India Limited	Location	Kolkata, WestBengal
Designation	Regional HR Manager	Tenure	Nov 2020 – Sep 2022
•Productivity : Boosted zonal productivity by 12% via bottom-performer interventions and mentorship programs.			
•Fulfillment : Achieved 99.5% manpower fulfillment (highest in Dabur) and reduced attrition to 35% (vs. 55% national).			
•Cost Savings : Saved ₹2 Cr/year via manpower optimization (Project Samriddhi) and improved zonal productivity by 12% via bottom-performer interventions.			
🏆 Won National Trailblazer HR Award (3x consecutively) .			
Organisation Name	Pidilite Industries Limited	Location	Kolkata, WestBengal
Designation	Regional HR Manager	Tenure	Nov 2017 – Nov 2020
•Hiring Efficiency : Reduced hiring TAT from 45 to 27 days and improved quality-of-hire scores by 20 pts through vendor expansion			
•Engagement : Achieved 96% participation in engagement activities			
🏆 East Zone became "Most Engaged Zone" (2019&20)			
Organisation Name	Birla Tyre	Location	Kolkata, WestBengal
Designation	HR lead	Tenure	Dec 2016 – Nov 2017
•Cost Optimization : Redesigned job profiles, reducing manpower costs by 2.5%			
🏆 Leadership : Promoted to Head HR within 7 months; led collective bargaining post-strike resolution.			
Organisation Name	Trident Group	Location	Ludhiana, Punjab
Designation	General Manager HR	Tenure	Mar 2014 – Nov 2016
•Recruitment : Scaled hiring to 1,200 annual roles via the Takshashila Graduate Campaign (18,000 applicants/year).			
•Productivity : Saved ₹4 Cr/year through shop-floor incentive restructuring and time-motion studies.			
🏆 Leadership : Promoted to GM HR from Management Trainee after 2 years ; led HR process reengineering process .			
Organisation Name	Kimberly Clark	Location	Pune, Maharashtra
Designation	HR Trainee	Tenure	Apr 2013 – Jun 2013
•Engagement : Reduced attrition by 5% by implementing an RnR framework and recognition wall.			
Organisation Name	Birlasoft	Location	Noida, Uttar Pradesh
Designation	Software Engineer	Tenure	Aug 2010 – May 2011
•Process Improvement : Automated Applications & Created SOPs for GE Capital Americas			
🏆 Won Best Support team Award			

EDUCATION

Institute Name	Qualification	Batch	Stream	Marks Secured
XLRI Jamshedpur	PGDHRM (Full time)	2012-14	Human Resource Management	5.2 out of 8 (66%)
NIT Raipur	BTech (Full time)	2006-10	Computer Science Engineering	8.0 out of 10(80%)

- 🏆 Secured **99.12** percentile in CAT 2011 and 95.6 percentile in XAT 2012, 99.9 percentile in CMAT,99.9 percentile in MAT.
- 🏆 Secured State Rank **373** in IIT JEE Main (Formerly AIEEE) 2006 which is approximately 99.3 percentile rank.

CERTIFICATION

Institute Name	Qualification	Batch	Stream	Marks Secured
Chartered Institute of Personnel and Development	Advanced Level 7 Diploma (Blended)	2019-22	Human Resource Management	Passed
Harvard University	Diploma (Online)	2021-22	Design Thinking & Innovation	Passed

- 🏆 **Only one Shortlisted from Asia** among 1700 students **and among top 5 shortlisted world wide for “Outstanding Student (Advanced level) Micheal Kelly CIPD People Management Awards , London,2022”**

Project Name	Impact	Duration
Time & Motion Study (Trident)	Saved ₹4 Cr/year by optimizing 90+ shop-floor roles.	2016-17
Hiring Revamp (Pidilite)	Cut TAT by 40% and improved hire quality to 45/100 score.	2017-18
Bottom-Performer Turnaround (Dabur/Vi)	Drove 12% QoQ productivity growth via coaching.	2021-23