

Human Resources Professional with 11 years of industry experience in IT & Manufacturing sector. Specialize in Total Rewards and Organizational design / HR Business Partner.  
Full time 2-year MBA from XLRI, Jamshedpur

---

### **Accenture , Bangalore (March 2019 to current date)**

#### **March 2023 – Current: Human Resources Business Partner**

- HR Business Partner, **leading a team of 17 HR colleagues** responsible for end-to-end HR service delivery and advisory for **Banking & Capital Markets, Insurance, Communications & Media** Client Groups.
  - **Annual / Quarterly HC planning and Business Reviews** – Curate Talent Strategy to align with cost to serve and profitability Targets
  - **Staffing** – Created solutions to improve resource staffing through interventions such as creating internal Talent Pool, up skilling, cross skilling. (**delivered ~50% reduction in avg. staffing lead times** over a 12-month period)
  - **Learning** – Delivered over 10 learning programs covering 10K+ employees aligned to evolving priorities
  - **Engagement initiatives and Retention** - gather employee pulse (Q12, focussed group discussion, proprietary Accenture Frameworks etc.) and curate engagement / retention initiatives
- Additionally, performed the following roles for entire North America Technology Business (~60 K people)
  - **Sales Organization design** to support Annual Sales Origination of \$1.5 Bn for ~300 Top executives – including Targets, OKRs, Incentive framework and interventions to ramp up Sales Capability
  - Managing **Total Rewards interventions and Performance achievement** for all 60K people (including Leaders)
  - **Deal solutioning** and support **Client Visits** to help showcase Talent capability and generate sales opportunities

#### **March 2019 – Feb 2023: Total Rewards Lead**

- Managed Rewards across **all Service lines ( in Tech, BPO/KPO, Consulting, Corp Functions)** during the hypergrowth phase for Accenture where India HC doubled from **~190K in 2020 to ~350K in 2023 (3-year period)**
- **Rewards Budgeting, planning and execution** (including all Annual / mid-year/ ad hoc cycles)
- Design and execution of various programs on **Executive compensation / Sales compensation** for Top leadership Team
- External Market Benchmarking, Rewards offerings for all **Accenture Campus hiring programs**, lateral hires
- Curated hyper-personalized Benefits offerings, managed annual insurance policy and enrolment processes.
- Compensation and Benefits administration **for India employees on deputation to other countries**
- Solutioned rewards interventions for **Mergers & Acquisitions** (~50K HC added through M&A over 2-year period)
- Actively engaged with stakeholders on **critical Deal pursuits and commercials to help curate competitive bids**
- Managed all **Compliances** (Min & living Wages, Bonus, Overtime, Shift policies, Code on Wages impact analysis etc.)

### **DXC Technology, Bangalore (October 2017 – Feb 2019) – Total Rewards Lead**

- **Managed all Total Rewards Merger efforts** for the 2 merging organizations – CSC and HP Enterprise services
- **Harmonization of Compensation policies** – Annual Merit Cycles, Sales & Executive Compensation, Variable Bonus
- **Harmonization of all Benefits policies** such as Leave, Insurance, Shift, Overtime, retirements (Gratuity, NPS etc)

### **Trident Group (Textiles conglomerate) (May 2016 – Sept 2017) - Total Rewards Head**

Managed all Total Rewards Interventions for ~12K blue collar employees and ~3K corporate office employees

### **General Electric, JFWTC Global Research Center, Bangalore (April 2015 – June 2025)**

**Management Intern**

### **Infosys Limited, Chennai**

**Senior Software Engineer, Dec 2010 – June 2014**

---

## **EDUCATION**

---

### **XLRI - Xavier School of Management, Jamshedpur**

**MBA, Human Resources Management, 2014-16**

Leadership Roles – **Secretary - Student IT Committee, Placement Support Team**

### **Dr. Babasaheb Ambedkar Technological University, Raigad, Maharashtra**

**B.Tech, Electrical Engineering, 2006-10**

Leadership Roles - **Student Secretary - Placement Cell**