CONTACTS

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EDUCATION

- MBA (HR) from IIM Indore, 2.50/4.33,2023
- B.Tech. (Computer Science) from IIIT Bhagalpur; 7.93/10, 2021
- 12th from Sunbeam, Bhagwanpur, Varanasi, CBSE Board; 94%, 2017
- 10th from Sunbeam, Bhagwanpur, Varanasi, CBSE, Board; 10/10, 2015

CORE COMPETENCIES

- HR Analytics and Management
- HR Budgeting and Resource Planning
- Project Management and Execution
- Talent Acquisition and Onboarding
- Customer Satisfaction Enhancement
- Employee Engagement
- Organizational Restructuring
- Workforce Planning
- HR Business Partner (HRBP)
- Learning & Development (L&D)
- Strategic Workforce Planning
- HR Digital Transformation
- Employee Lifecycle Management
- Organizational Development
- Talent Analytics
- Process Optimization
- Leadership Potential Mapping
- Data-Driven HR Decision-Making

TECHNICAL SKILLS

- Power BI
- Python
- Jamovi
- Tableau
- Advanced Excel
- Orange
- Zoho People
- Zoho Recruit
- Zoho Analytics

CERTIFICATIONS

Strategic HR & Workforce Planning
- Human Resources: Strategic Workforce Planning
- Hogan Assessment Certification, Threefish Consulting, 2022
- TAM Self-Practitioner Certification, Transformatrix Consulting LLP, 2022
- HR as a Strategic Business Partner
- AI and Data-Driven Decision-Making for HR
- Organization Design
- Strategic Thinking

Performance Management
- Performance Management: Setting Goals and Managing Performance
- Performance Management: Improving Employee Performance
- Change Management for HR

Leadership Development
- Human Leadership

- Top 10 Rules for Highly Effective Leadership

KAMROOP KUMAR IYER

OBJECTIVE

Data-driven HR Professional with an MBA from IIM, Indore and a B.Tech. in Computer Science from IIIT, Bhagalpur and 2 years of experience in with expertise in Talent Management, Talent Acquisition, Talent Development, HR Analytics, and Project Management, eager to contribute to an organization's growth and success.

PROFILE SUMMARY

- Currently working as a Senior Executive – HR at Dexian India, strategically leading new initiatives, implementing process automation, and developing data-informed recommendations.
- Spearheaded the OKR-based Performance Management System, fostering a culture of continuous feedback and high accountability in leveraging HR Analytics, Power BI, Python, Jamovi, Orange, Tableau, Data Analytics, Advanced Excel, SPSS, and Corporate Strategy by driving HR initiatives.
- Successfully implemented a gamified referral leaderboard, resulting in a **150%** increase in employee referrals, thereby enriching the talent pool available for recruitment.
- Led and mentored HR summer interns from prestigious institutions such as IIM Indore, IIM Trichy, and the Central University of Tamil Nadu. Designed and guided structured projects that aligned with both organizational objectives and the interns' personal development goals, ensuring successful project completion. This approach resulted in a **100%** positive feedback rating from both the interns and internal stakeholders.

PROFESSIONAL EXPERIENCE

Jun'23 – Apr' 25
Senior Executive: Talent Engagement
Dexian India Technologies Private Limited, Chennai
- Leading all post-recruitment HR activities for the Chennai region, including employee engagement, talent development and retention, process compliance, and driving new HR initiatives.
- Working as the HR Business Partner (HRBP) for Dexian India's largest business unit – the IT Solutions BU – supporting over 400 employees.
- Launching and institutionalizing the Meet Your People program, incorporating one-on-one employee connects, skip-level meetings, and new manager assimilation sessions to foster stronger team integration and communication.
- Revamping the Performance Management System to focus on Objectives and Key Results (OKRs), introducing a more holistic and continuous performance review process.
- Successfully leading an organizational restructuring initiative to streamline operations, optimize workforce efficiency, and redefine role clarity across teams.
- Managing the full lifecycle of the Campus Hire Program, from recruitment and onboarding to engagement, training, deployment, and retention. Hired 100+ interns across IT and non-IT domains from top institutions in Tamil Nadu, including IIMs, IITs, VIT, and SRM.
- Leading end-to-end Talent Acquisition activities—sourcing, screening, interview coordination, salary negotiations, and final offer management.
- Spearheading the Refer a Buddy employee referral program, resulting in a higher volume of quality referrals and enriching the talent pipeline.
- Analyzing multiple feedback channels—including Candidate Recruitment Feedback, New Hire Feedback, 30-60-90 Day Reviews, and annual/mid-year inputs—to uncover trends and present actionable insights to leadership for improving hiring turnaround time (TAT), employee performance, and overall experience.
- Developing and monitoring comprehensive HR metrics, using attrition analysis to drive data-informed strategies for boosting workforce efficiency and productivity.
- Implementing and managing of the company's comprehensive Insurance and Employee Wellness & Assistance Program, ensuring extensive coverage, well-being initiatives, and smooth claims processing for all employees.
- Developing and promoting the company's Employer Brand through initiatives such as guest lectures, live projects for college students, and targeted marketing strategies for lateral hires.
- Managing relationships with external vendors to optimize processes, reduce costs, and enhance overall effectiveness.
- Collaborating with the Learning & Development (L&D) team to assess learning needs across various departments, creating new training modules, and evaluating

Core HR Operations
- Human Resources: Compensation and Benefits
- Human Resources: Payroll
- Human Resources: Running Company Onboarding
- Onboarding in the Hybrid/Remote Workplace
- Human Resources: Creating an Employee Handbook

Learning & Development (L&D)
- L&D Basics: Getting Your Strategy Up and Running

Program & Project Management
- Learning Program Management
- Program Management Foundations

Productivity Tools
- Excel Essential Training (Microsoft 365)
- Learning PowerPoint Desktop (Microsoft 365)
- Lean Six Sigma AI Yellow Belt, Sparen and Gewinn Consulting, 2024
- Programming with Python, Internshala Trainings, 2020

SOFT SKILLS

- Quick learner
- Critical Thinking
- Adaptability
- Innovation

PERSONAL DETAILS

- Date of Birth: 10th August 1999
- Languages Known: English, Hindi, and
- Bengali

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the impact of training through pre- and post-learning score analysis using methods like paired sample t-tests.
- Streamlining Talent Engagement team efforts by automating key processes to improve efficiency.

Achievements:
- Boosted Employee Assistance Program (EAP) awareness and utilization by 40%, enhancing employee access to mental health and financial counseling support.
- Created the Shared Services handbook, outlining the functions of various departments within the Shared Service Division, which received commendation from the US Leadership team.
- Automated key processes, including interview scheduling, drafting recurring emails, and generating offer letters, streamlining administrative tasks.
- Implemented an HR chatbot to manage all Level 1 queries, reducing the turnaround time for query resolution from 24 hours to just 30 minutes.

INTERNSHIPS

Aug'22 - Sep'22
Industry Interface Project with Randstad India, Indore
Key Result:
- Performed market and account-level analysis for key strategic projects, assessing and planning go-to-market strategies for effective execution.
- Analyzed data on project timelines, estimated costs, and other relevant factors, and developed an introductory pitch to approach companies for potential partnership opportunities.

Apr '22 - Jun'22
Product Management Intern at TalentServe, Mumbai
Key Result:
- Led the development and launch of a new course, "Human Resource Analytics with Jamovi," managing the project from concept to execution. Crafted the go-to-market (GTM) strategy, incorporating elements like "Fear of Missing Out," pricing models, and other key details for the new product launch.
- Planned and conducted a pilot test with 50 participants, collecting valuable feedback on product acceptance and areas for improvement, leading to actionable recommendations for enhancements.

PROJECTS

Current Status of the Education System in India (TRAI, Feb'23 - Mar'23)
- Conducted both primary and secondary research to analyze the evolution of India's education system, benchmarking it against other leading global education frameworks.
- Presented recommendations on leveraging the 5G network to enhance the quality and delivery of education in India, emphasizing its potential benefits.

Understanding Buyer Behavior – Soft Drinks (IIM Indore, Jul'21 – Sep'21)
- Mapped key consumer touchpoints, analyzing factors such as time spent and purchasing power across three distinct consumer segments within the buying journey.
- Uncovered insights into how advertising, social media, pricing strategies, and discounts influence consumer purchasing behavior.

Real-Time Crime Reporting App (Smart India Hackathon – MoE, Jan'20)
- Led a six-member team to secure 5th place in the 2020 Smart India Hackathon, organized by the Ministry of Education.
- Developed an app designed to facilitate real-time reporting of crimes and accidents, focusing on providing immediate alerts to the relevant authorities for quick response.