

ISHITA PARASHAR

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EDUCATION

Indian Institute of Management, Shillong
MBA, CGPA: 3.35

July 2021 – Apr 2023

Indira Gandhi Delhi Technical University for Women
B. Tech. (Electronics & Communication), 77.49%

Aug 2015 – May 2019

EXPERIENCE

JSW Group | Sr. Manager, Corporate HR | Mumbai

May 2023 – Present

Talent Acquisition & HR Business Partnering

- Leading the development of the EV division for JSW Group by collaborating closely with the CEO, HR Head and Functional Heads to define **organization structure, manpower plan and budget**
- Spearheading the **formation of a 250-member high performing EV team by FY26** from scratch by attracting and recruiting top talent from automobile industry to support rapid expansion of JSW's EV business
- Manage the **full recruitment cycle** from sourcing candidates (references, LinkedIn, Naukri), conducting structured interviews, salary negotiation, offer release to onboarding and induction
- **Negotiate competitive salary** packages and benefits to attract top talent in the electric vehicle industry, ensuring alignment with market trends and company budget.
- Oversee seamless **onboarding and induction** processes, ensuring that the new employees are fully aligned with the company's objectives, values and policies which fosters a positive experience for them
- Act as a **point of contact for resolving employee concerns** and addressing issues related to payroll, mediclaim, insurance, performance, other workplace policies and benefits, promoting a positive employee relation
- Lead and manage the **performance review cycle and annual salary revision**, including goal setting, mid-year check-ins, rating calibration and increments
- Drive **campus hiring of GETs, Management Trainees and CAs** in collaboration with the Group Campus Team from Tier 1 and Tier 2 engineering and business campuses
- Execute **Future Fit Leaders** program focusing on career progression, high-potential employee identification and succession planning of critical roles
- Design and implement targeted **L&D programs and employee wellbeing initiatives** to focus on employee skill development by releasing quarterly training calendars and organizing those programs

HR Digital Transformation & Analytics

- Collaborated with CHRO and CDO to continuously eliminate operational or manual overhead of HR processes
- Analyzed employee hire-to-retire lifecycle for **optimization & automation**, creating solutions to enhance efficiency
- Led the planning and **execution of HR digital projects**, ensuring timely delivery and successful implementation
- Led the development of **HR Analytics** dashboards on **Power BI** by working closely with CHRO & HR CoE members
- Drove the **development of Dashboards** such as Headcount, Attrition, Recruitment, Performance, Leaves, Diversity
- Revamped & **enhanced Employee Engagement** platform, fostering a positive and motivated work environment
- Digitalized the Talent Management process to **identify top talent** & drive focused development initiatives for them
- Evaluated & **improved Learning & Development process** to increase participation & enhance learning experience
- Successfully **executed a mandatory training program** for 35000+ employees across locations in two months
- Exhibit exemplary **stakeholder management** skills by maintaining relationships across various organizational levels
- Acquired expertise in modules like Recruitment, Performance, Leave & Attendance, etc. of **Darwinbox HRMS**

Orange Business Services | Contact Center Specialist | Gurugram

July 2019 - July 2021

INTERNSHIP

JSW Group | Management Intern

Apr 2022 - June 2022

- Researched & analyzed **HR dashboards** of renowned companies for better understanding of industry best practices
- Identified **key performance indicators (KPIs)** for HR dashboard and categorized them based on **persona**
- Developed **data visualization** strategies to make metrics impactful and easy to understand for stakeholders
- Conducted a **comprehensive comparison** of analytics & **business intelligence platforms** available in the market
- Analyzed potential applications of **predictive analytics** for key HR processes & made actionable recommendations

SKILLS, CERTIFICATIONS & INTERESTS

Skills : Power BI, MS Excel, Powerpoint, SQL, Darwinbox

Certifications : Darwinbox Modules, Human Resource Management from Udemy