

# SATYENDRA DAHARE

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Academic Profile			
M.A. (HRM & LR)	Tata Institute of Social Sciences (TISS), Mumbai	6.90/10	2021-23
B. Tech. (Production & Industrial)	Indian Institute of Technology (IIT-R), Roorkee	66.41%	2016
Completed the “Excel Business Intelligence: Power Query” certificate on LinkedIn Learning			2024
Completed research project on “The correlation between organizational culture and employee turnover”, TISS, Mumbai			2022-23

Key Skills		
HR Strategy	ESG Reporting	Policy Making & Compliance
HR Analytics (Excel, Power BI)	Talent Acquisition	Project & Stakeholder Management
Organizational Development	Compensation & Benefits	HR Budgeting

Experience	PI Industries Limited	May 2023 – Oct 2024
ESG (BRSR & Integrated Report)	<ul style="list-style-type: none"><li>Coordinated with over 40 stakeholders to gather data for <b>sustainability reporting</b> and assessments</li><li>Calculated and submitted data for <b>236 indicators</b>, ensured auditor's <b>reasonable assurance</b>, and authored the human capital section of the report</li></ul>	
HR Budget	<ul style="list-style-type: none"><li>Prepared an HR budget of over <b>450 crores</b> including manpower &amp; overheads for <b>3,500+ employees</b></li><li>Established a centralized data system, analyzing inputs from COEs, BHRs, and HODs to shape the annual operating plan and mid-term HR strategy</li></ul>	
Revamping Policies	<ul style="list-style-type: none"><li>Conducted an in-depth policy analysis, recommending changes and introducing new policies that reduced <b>exception approvals by 66%</b>, while analyzing cost impacts <b>exceeding 5 crores</b></li></ul>	
Campus Recruitment	<ul style="list-style-type: none"><li>Designed and implemented campus recruitment strategy, and successfully executed <b>end-to-end hiring</b> for <b>48 campus hires</b></li></ul>	
SOP & Compliances	<ul style="list-style-type: none"><li>Reviewed SOPs, identified gaps, and recommended workflow improvements to <b>boost efficiency</b></li><li>Analyzed compliance processes, identified risks, and provided solutions to streamline operations and ensure <b>regulatory adherence</b></li><li>Integrated <b>150+ employees</b> from two acquisitions into PI's pay structure, ensuring pay equity and smooth transition</li></ul>	

Summer Intern	Cipla Limited	Apr 2022 - Jun 2022
HR Analytics	<ul style="list-style-type: none"><li>Created dashboards for <b>30000 plus positions</b> on organizational development metrics in excel</li><li>Developed and integrated <b>5 KPIs</b> for HRBPs to enable faster decision-making, assessed data alignment, and recommended strategic improvements</li></ul>	

HR Intern	Piramal Capital and Housing Finance Ltd.	Nov 2022 - Dec 2022
Organizational Culture	<ul style="list-style-type: none"><li>Curated a cultural assessment framework and conducted ethnographic research to evaluate the evolving culture across <b>300+ PCHFL branches</b></li><li>Suggested and executed measures to strengthen the culture at ground level by collaborating with HR SPOCs throughout India</li></ul>	

HR Intern	Automatad Tech India Private Limited	Jun 2022 - Jul 2022
Performance Management	<ul style="list-style-type: none"><li>Formulated goal setting methodology and a <b>continuous performance management</b> framework for assessing performance of employees</li></ul>	

HR Intern	Sesa Care Private Limited	Dec 2021 - Jan 2022
Benefits	<ul style="list-style-type: none"><li>Identified and suggested band-wise tax saving and non-tax-saving benefits, and benchmarked differentiated benefits for high-potential employees</li></ul>	

Extra-Curricular Activities		
TISS, Mumbai	<ul style="list-style-type: none"><li>Member, Editorial Committee, HRM&amp;LR</li></ul>	2021-23
Miscellaneous	<ul style="list-style-type: none"><li>Gold Medal, Badminton Intra-Bhawan Tournament, IIT-R, Roorkee</li><li>Recipient, NCC Certificate- B, IIT-R, Roorkee</li></ul>	2014-15 2012-13