

Academic Record			
MBA HR	8.07/10	Indian Institute of Management, Ranchi	2023
BA (Psychology)	3.52/4	St. Xavier’s College, Mumbai	2020
Class XII (Arts)	94%	Gnyan Dham School (C.B.S.E)	2017
Class X	8.6/10	Gnyan Dham School (C.B.S.E)	2015
Academic Achievements	Awarded book prize for being in the Top 5 Students of MBA HR 2023		2023
	Secured 2nd position in Vapi City (XII Board Examination – Arts)		2017
Work Experience (Current)			
Tata Steel Limited, Kalinganagar		Manager HRBP	May’23 – Present
HRBP Agglomerates	<ul style="list-style-type: none"><li>Support Business with the desired number of employees having <b>necessary skill sets</b> to achieve production targets and <b>improve employee productivity</b>.</li><li>Managing and resolving grievances of unionized blue-collar employees through various initiatives aimed at fostering a collaborative working environment.</li><li><b>Upskilling and developing</b> both blue-collar and white-collar employees by <b>conducting training needs analyses and coordinating targeted training programs</b>.</li><li><b>Improving employee experience</b> of the department by organizing unique initiatives and enabling important infrastructure to engage diverse workforce.</li><li>Efficient completion of <b>domestic enquiries</b> and compliance to SA8000/DM audits.</li><li>Drive <b>reward and recognition</b> in the dept by motivating the employees to build a culture of recognition and organizing suitable platforms to share the rewards.</li></ul>		
Managing the Contract Worker Cell and Amenities.	<ul style="list-style-type: none"><li><b>Handling 280 vendors</b> and <b>monitoring the compliance</b> of wages, PF, ESI, Leaves, Bonus, and F&amp;F Settlement. Driving <b>welfare initiatives</b> for employees and contract workers.</li><li>Designing <b>strategic compensation &amp; annual increment framework</b> for third-party employees</li><li><b>Conducting regular audits</b> for amenities and conducting regular vendor establishment audits.</li></ul>		
Improving Employee Engagement Scores in Global Wires India, CRC West & Steel Recycling Business.			
Research & Data Analysis	<ul style="list-style-type: none"><li><b>Conducted FGDs &amp; interviewed</b> managers to understand the core reasons for low. engagement levels &amp; <b>benchmarked competitor data</b> for best employee engagement practices.</li></ul>		
Summer Internship ( 2 months )			
FAMD, Tata Steel Limited		Human Resource Intern	April’22 – June’22
Development of Functional Competency Framework (FCF) for Officers in the Ferro Alloys Cluster of Tata Steel.			
Initiatives	<ul style="list-style-type: none"><li><b>Identified, defined, and conceptualized</b> technical competencies for specific roles in FAMD.</li><li><b>Defined</b> required <b>proficiency levels</b> for each competency vis-à-vis the <b>impact level</b>.</li></ul>		
Recommendations	<ul style="list-style-type: none"><li><b>Recommended OKR Framework</b> and <b>BARS Rating Scale</b> for assessment by <b>developing behavioural anchors</b> and <b>developed a Technical Competency Website</b>.</li></ul>		
Work Experience ( 12 Months )			
Meril Lifesciences Pvt. Ltd, Vapi		HR Officer	July’20 – June’21
Recruitment	<ul style="list-style-type: none"><li><b>Managed end-to-end recruitment</b> for M&amp;S Departments Pan India by <b>coordinating with stakeholders</b> for efficient hiring of resources, <b>drafting Job Descriptions, posting job vacancies</b> on online job portals, <b>screening and shortlisting resumes, assessing psychometric tests, conducting interviews &amp; ensuring smooth onboarding</b> of the candidates.</li></ul>		
Achievement	Going Above & Beyond Award – Recognition for innovative approach		2021-22
Internships ( 1 Month )			
Welspun India Ltd., Vapi		HR Intern	May’19 – June’19
Responsibilities	<ul style="list-style-type: none"><li><b>Worked</b> on a project titled “<b>Rewards and Recognition – Framing and Reconstruction</b>”.</li><li><b>Revitalized</b> individual awards, <b>recommended</b> department awards and <b>designed</b> certificates.</li></ul>		
Positions of Responsibility			
<ul style="list-style-type: none"><li><b>Executive Member, Academic Committee</b> – Indian Institute of Management Ranchi</li></ul>			2021- 23
Extra-Curricular Achievements			
Completed <b>Madhyama Pratham in Hindustani Sangeet</b> with 1 <sup>st</sup> Class from Gandharva Mahavidyala			2016
Completed a <b>7-year diploma (Kovida) in Bharatanatyam</b> from Nalanda Dance Research Centre			2014