

Degree	Board	Institute	% / CGPA	Year
MBA (HRM)	XLRI Jamshedpur	XLRI Jamshedpur	6.49/8	2024
B.Tech (ECE)	Cochin University	Cochin University of Science & Technology	8.64/10	2019
Class XII	CBSE	Jawahar Vidya Mandir, Ranchi	90.2%	2015
Class X	ICSE	Sacred Heart School, Ranchi	94.8%	2013
WORK EXPERIENCE (Total - 4 Years)				
Deputy Manager (HR Transformation)		Vedanta Group (1 year)		Jun'24-Present
Talent Management/HR Analytics	<ul style="list-style-type: none"><li>Developed attrition <b>analysis model</b> using <b>regression</b> in <b>Excel</b>, identifying key turnover drivers and <b>predictive trends</b></li><li>Led <b>KPI</b> structuring with Deloitte, defining <b>probation review frameworks</b> for data-driven performance assessment</li><li>Conceptualized <b>30-60-90-day performance review</b> framework for lateral hires in value-added product verticals</li></ul>			
L&D	<ul style="list-style-type: none"><li>Curated and led <b>3-month B2B Marketing</b> to upskill <b>19</b> employees transitioning from <b>Operations to Marketing</b></li><li>Implemented a <b>structured learning roadmap</b> with case-based learning and hand-on project evaluation</li><li>Documented <b>Expat Policy</b> handbook outlining policies, onboarding procedures, and compliance requirement</li></ul>			
HRBP & Stakeholder Management	<ul style="list-style-type: none"><li>Designed organization structure for <b>workforce planning</b> covering <b>1200+ direct and 1800+ indirect</b> employees</li><li>Collaborated with hiring consultants for CXO roles, defining <b>competencies</b>, job descriptions and <b>pay structures</b></li><li>Managed <b>cross-functional stakeholders</b> (HR, Finance, Business Heads) to drive talent &amp; risk management strategy</li></ul>			
Manager (DevOps)		Jio Platforms - Reliance Industries Limited (3 Years)		Jul'19-Jun'22
Operations Management Platform	<ul style="list-style-type: none"><li>Developed scalable microservices in <b>open-source tools</b>   <b>100 % digitization</b> with <b>50%</b> reduction in <b>TCO</b></li><li>Implemented <b>APIs</b> for <b>20+ user stories</b> and features incorporating <b>10+</b> email alerts with <b>agile</b> development</li><li>Integrated platform with SAP for <b>100%</b> data accuracy   Eliminated multiple compliance issues in platform</li><li>Managed operational issues for <b>180+ users</b>   <b>75%</b> improvement in efficiency handling <b>2000+</b> vessels in FY'22</li></ul>			
Deployments	<ul style="list-style-type: none"><li>Set up the <b>Microsoft azure pipelines</b> for CI-CD process to streamline and <b>automate</b> service deployment</li><li>Achieved <b>3-hour</b> reduction in platform downtime deploying microservice with <b>100%</b> adherence to security</li></ul>			
Data Visualization	<ul style="list-style-type: none"><li>Enhanced the <b>120-day crude inventory</b> dashboard in <b>Tableau</b> for calculating the daily stock at Jamnagar</li><li>Operationalized <b>12+</b> KPIs of marine <b>Power BI</b> dashboard by migrating <b>100% historical datasets</b> to <b>HANA</b></li><li>Conceptualized <b>excel digitization</b> to automate data migration for <b>forward-price generation</b> dashboard</li></ul>			
Business Reports	<ul style="list-style-type: none"><li>Developed <b>27+</b> operational reports and <b>10+</b> CRUD masters eliminating manual efforts in data consolidation</li><li>Achieved <b>100%</b> accuracy in calculation of port occupancy report with <b>real-time</b> data trigger &amp; computation</li><li>Optimized query to <b>improve</b> the response time by <b>92%</b> for Vessel Performance &amp; Timesheet Status report</li><li>Upgraded <b>24*7 real-time monitoring</b> of vessels movement for business review with port status report</li></ul>			
Awards & Recognition	<ul style="list-style-type: none"><li>Rated as <b>“Very Strong Performer”</b> in <b>35-member</b> S&amp;T-IT team for <b>3 consecutive years</b> as <b>DevOps</b> Engineer</li><li>Consistently ranked in the Leading Quadrant of <b>top 5 percentile</b> for end-user requirement management</li><li>Achieved <b>100% on-time delivery</b> for business requirements compliance &amp; testing for project completion</li><li>Recognized as <b>“Pro-active Contributor”</b> among <b>35+</b> members for feature development &amp; reducing rework</li></ul>			
HR Consultancy Practice, P&T		SUMMER INTERNSHIP-NatWest Group		Apr'23-Jun'23
Simplifying India Severance Process	<ul style="list-style-type: none"><li>Studied the <b>organizational design</b> procedures to understand severance administration in role redundancies</li><li>Benchmarked with <b>8+ companies</b> industry practices for severance packages &amp; redeployment opportunities</li><li>Collaborated with <b>20+</b> stakeholders across HR &amp; developed <b>Severance Agreement Guide</b> for process owners</li><li>Assessed opportunities to streamline number of stakeholders &amp; communication timeline to align with the UK</li></ul>			
ACADEMIC PROJECT				
Financial Considerations In HR, XLRI	<ul style="list-style-type: none"><li>Proposed accounting practices for Hindustan Org Chemical Ltd to enhance PBT by <b>INR 5060 lakhs</b></li><li>Conducted analysis through <b>Du-Pont, VAS &amp; Cash Conversion Cycle</b> to identify reasons for sickness</li><li>Prepared <b>liquidation</b> and <b>revival</b> strategy ascertaining a realizable value of assets at <b>INR 1500 Cr</b></li><li>Developed a <b>financial forecasting</b> model for <b>7 years</b> outlining changeover to positive net worth</li></ul>			2023
Human Resource Planning, XLRI	<ul style="list-style-type: none"><li>Analyzed IT company policies to assess the <b>correlation</b> between the policies and job satisfaction</li><li>Conducted survey-based research (<b>200+</b> employees) leveraging <b>logistic regression &amp; Markov analysis</b></li><li>Evaluated job satisfaction <b>variations</b> across <b>5+ parameters</b> with <b>data-backed recommendations</b></li></ul>			2022
LIVE PROJECTS				
Enparadigm	<ul style="list-style-type: none"><li>Designed a <b>15-item</b> In-Basket and <b>5-Round</b> Business Simulation &amp; selected out of <b>10</b> for pilot</li><li>Administered the <b>2</b> instruments on <b>60</b> participants and pitched the idea for the MCD AC'2023</li><li>In-Basket selected out of <b>10 entries</b> and administered in the final AC sponsored by Enparadigm</li><li>Evaluated <b>24</b> assessees across <b>6</b> exercises and <b>6 competencies</b> in the <b>6-hr</b> Assessment Centre</li></ul>			2023
UpRise - XL4W CGEIL, XLRI	<ul style="list-style-type: none"><li>Collected and analyzed <b>primary data from 100+ women</b> professionals to identify career barriers</li><li>Conducted secondary research across <b>20+ organizations</b>, benchmarking best practices &amp; policies</li><li>Interpreted insights to design <b>structured career development program</b>, enhancing retention strategies</li></ul>			2022