

ORISHA BANSAL

ABOUT ME

Accomplished HR professional with 3 years of experience driving people strategy, talent acquisition, and organizational development. Proven track record in cost optimization, performance management, workforce planning, and succession plan design aligned to business goals.

EDUCATION

SBM NMIMS, Mumbai MBA	2022 3.42/4 CGPA
MCM DAV College, Chandigarh Bachelor of Arts	2019 72.50%
St. Joseph's Convent Sec. School, Bathinda 12th	2016 91.60%
St. Joseph's Convent Sec. School, Bathinda 10th	2014 8.8/10 CGPA

CERTIFICATION

- Data Analysis and Business Intelligence, course by PwC: Course on leveraging data.
- Aon's Next Generation HR Hub: Course to enhance impact, gain insights, and showcase skills.

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- Editorial Head, HRuday- The HR Cell of NMIMS
- Led a team of 5, Chhanv Foundation (Summer Internship)
- Institute Cadet Captain- Mai Bhago AFPI

ACCOLADES

- Awarded 'Rising Star Facilitator'
- Awarded 'Moment of Fame'

CORE COMPETENCIES

Strategic HR Planning | PMS |
Talent Acquisition | L & D | HR
Analytics | Employee Engagement |
Stakeholder & Talent Management

ADDITIONAL INFO.

Interests: Sports, Poetry, Music
Languages: English, Hindi, Punjabi,
Basic Spanish

WORK EXPERIENCE

TITAN COMPANY LIMITED

July'22- Present

HR BUSINESS PARTNER, WATCHES & WEARABLES

Performance & Compensation Management:

- Independently managed an end-to-end PMS & salary correction for a **span of 652** employees, integrating HR analytics to foster a high-performance culture.
- designed and delivered 26 workshops within a month for 260 people managers, enhancing the quality of performance dialogues.
- Facilitated PIPs and **implemented Step-Up discussions** to enhance performance.

Talent Management:

- Facilitated the identification & development of HiPots and Emerging Leaders.
- Partnered with functional business stakeholders to develop a **3-year succession plan** aligned with future organizational goals and talent needs.

Workforce Planning:

- Led strategic workforce planning initiatives, aligning headcount with business goals and achieving a **43% cost reduction** in new manpower requirements.
- Managed a manpower budget of Rs. 452 crore and led the cross-functional team to achieve savings of Rs. 3.5 crore.
- Conducted manpower gap analysis and implemented a targeted agency manpower model, introducing a **Skill Excellence Programme**.

Talent Acquisition:

- Developed dashboards for tracking TA metrics, increasing hiring efficiency by reducing the process by 30 days & lowering recruitment costs by 60%.
- Successfully hired **4 senior leadership roles (N-3)**, enhancing strategic leadership and driving organizational growth.

Organization Development:

- Led a comprehensive **culture transformation** project, collaborating with external consultant to identify & empower culture champions with development interventions.

Employee Engagement:

- Designed & implemented a R&R event, improving employee engagement by 40%.
- Launched Connect 360 for direct interactions between employees & senior leaders.

Learning & Development:

- Facilitated workshops and designed activities for Titan's Career Vista and CREST initiatives, enhancing employee development and engagement.

MANAGEMENT TRAINEE STINTS, TITAN COMPANY LIMITED

TALENT ACQUISITION, REGION NORTH

- Led talent acquisition process** & acted as a mediator with business stakeholders across all Titan's businesses for the hiring process in the North Region.
- Delivered hiring cost savings of Rs. 10 lakhs during Akshaya Tritiya 2023 by optimizing sourcing strategy.

RETAIL STORE STINT, REGION NORTH

- Conducted end-to-end **productivity analysis** for retail staff, introducing targeted interventions that improved operational efficiency and employee performance.
- Ideated & designed competitive benchmark study for Tanishq, Taneira & Watches & Wearables businesses with brands like Malabar, Frontier Raas, & Kapoor Watch Co.
- Achieved a **sales number of Rs. 19 lakhs** in a single day at Tanishq.

CAMPUS RECRUITMENT, CORPORATE HR TEAM

- Led the first campus placement for CA hiring & developed career charter for new CAs
- Spearheaded Beyond Stage**, an initiative for bridging talks between leaders and students at MT & GET premiere colleges.

SOCIAL MEDIA PROJECT, INTERNATIONAL BUSINESS

- Formulated a data-driven social media marketing framework, bespoke brand guidelines, and positioning strategy for Titan Eye+ pilot store in Dubai.
- Spearheaded the onboarding of a Dubai-based social media agency, following an extensive evaluation of **25+ agencies**, to ensure optimal brand representation.



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