

SIDDHARTHAN RAMIAH



Executive Summary | Associate, JP Morgan & Chase | Tata Institute of Social Sciences Mumbai (Silver Medalist) | 5+ Yrs
Dynamic and results driven Total Rewards Specialist with extensive experience in designing and executing Compensation & Benefits Policies & Strategy. Proven track record in managing complex projects, driving process excellence & standardization and data quality controls across multiple regions. Recognized for strong leadership, managerial & technical expertise, and ability to build and maintain strong client and stakeholder relationships

Professional Experience		
1. JP Morgan Chase & Co, Bengaluru, Associate		Jun '22 – Present
2. Bajaj Auto Ltd, Pune, Management Trainee → Manager (C&B)		May '19 – Jun'22

Professional Experience Summary
Compensation Management

- Delivered **4 end-to-end annual increment cycle** as per Compensation and Performance management guidelines
- Conducted **compensation benchmarking** towards maintaining and tracking pay ranges by collaborating with internal and external stakeholders.
 - Prepared and tracked **annual compensation budgets**, reconciled rating & salary pay components, and addressed discrepancies with Business Partners & Payroll.
 - Prepared **Senior Management Presentations** for NRC and Promotion Approvals by Boards
 - Prepared & Communicated Performance Management, **Promotions Guidelines** & Compensation Messaging to BU Leads
 - Managed **yearly variable pay administration**, ESOP program for CXOs, and performance pay structures aligned with organizational goals and compliance requirements.
 - Partnered with HR teams during annual appraisal cycles, ensuring data accuracy and facilitating error-free annual increase letters.
 - Handled HR IT projects related to delivering efficiency to compensation execution cycle saved 3 FTEs. (Automated Reconciliation of New Salary with Old Salary during Pay rise, New Hire Salary Check as per Offer Letter)

- HR Analytics**
- Implemented Fully Automated **HR Analytics Dashboards** – Recruitment Process Metrics, Attrition, Compensation Dashboard crafted for Leadership consumption using **Power BI, Tableau, MS Excel reports from HRMS**
 - Led analytics initiatives to align system capabilities with organizational goals, leveraging insights to optimize talent and compensation data for decision-making (Allowance Standardization for Manufacturing Plant workers)
 - Built automated secured process of fetching employees rating details from BUHRs in **MS Excel & VB Macros with no Errors**

- Client & Stakeholder Engagement**
- Built and maintained strong relationship with clients and stakeholders, effectively managing their needs and expectations through proactive communication and innovative solutions.
 - Stakeholders across multiple functions and regions – HR Product Owners(BUHRs, HCM Owners, Legal, Risk & Audits)**

- Team Leadership and Collaboration**
- Mentored and collaborated with cross-functional teams fostering a culture of knowledge sharing and continuous improvements
 - Awarded Best Influencer Award for Impactful Project Q3 2024 for Pay Checklist Standardization across 13 APAC Countries(JPMC)
 - Utilized Agile methods to manage and deliver complex projects, ensuring timely productionization and alignment with organizational business goals. Facilitated replacement of legacy systems (Peoplesoft) with modern solutions

- Risk & Compliance Management**
- Project managed Led comprehensive controls measures in the process discovery stage to ensure compliance with organizational policy and regulatory requirements.
 - Created audit ready documentations and reports to support internal and external audits
 - Enhanced Full and Final Settlement process controls in line with regulatory requirements of various states in US

Key Skills & Knowledge		
Compensation	HR Analytics	Tools
Budgeting & Guidance Approvals	Power BI Expertise	Power BI, Excel
Benchmarking & Increase Implementation	MS Excel	PowerPoint
Governance & Audits	Data Due Diligence	MS Office Tools, SharePoint

Internship Experience	
Cipla Ltd, Mumbai	
Talent Acquisition	Jul '17 – Sept '17
<ul style="list-style-type: none"> Developed campus strategy & engagement materials for Top 10 B-schools and Top 10 NIRF Ranked Engineering & Pharmacy Colleges to convey the employee experience, business, values, vision, workplace environment and career elements of this organization to prospective candidates during the campus recruitment stage and in social media 	
Learning & Development	May '18 – Jun '18
<ul style="list-style-type: none"> Developed learning materials through vendors to all levels of employees communicating core competencies and behaviors expected which are in line with refined organizational vision, mission and purpose. 	
Centaur Pvt. Ltd, Mumbai	Dec '17 – Mar '18
Performance Management	
<ul style="list-style-type: none"> Created "Performance Management System Handbook" as a communication tool to make employees understand the performance management system, concepts, policies and processes Prepared "Internal Customer Satisfaction Survey Questionnaire" as a means of assessing and developing a culture of inter-departmental interaction within the organization 	
Bajaj Auto Ltd, Pune	Nov '18 – Dec'18
HR Digitisation	
<ul style="list-style-type: none"> Developed an implementation frame work plan for creating a better applicant experience in Bajaj Auto Careers webpage and integrate the applicants' data into HRMS via SuccessFactors APIs as against using SF Recruitment Management Applicant Interface 	
Crompton Consumer Electricals Pvt. Ltd.	Nov '18 – Dec'18
Organizational Development	
<ul style="list-style-type: none"> Creating domain-specific technical interview questionnaires for current Crompton's competency framework, with the help of subject matter experts within the company, for the purpose of orienting the hiring process of Supply Chain, R&D and Finance function towards Crompton's defined competencies. 	

Academic Profile			
M. A. in HRM & LR	TISS, Mumbai – Silver Medalist	7.20/10 (CGPA)	2019
M. Tech.	IITM, Chennai	9.02/10 (CGPA)	2017
B. E.	CEG, Anna University, Chennai	8.60/10 (CGPA)	2012

Positions of Responsibility		
JP Morgan & Chase	Organizer, Rise Against Hunger Initiative & Collaboration	2024
TISS, Mumbai	Tech - Class Representative	2018
IITM	Teaching Assistant, Construction Economics and Finance	2017

Awards & Miscellaneous		
Awards	Winner, ITC Interrobang Season 8 – A Case Study Challenge Competition, Mumbai	2018
	Runners-up, TAS – TBLA Campus Round 2018 - A Case Study Challenge Competition, Mumbai	2018
	1 st Position, 'Quality Guru', Quality management event, CEG, Chennai	2011
	Volunteer, National Service Scheme, Anna University, Chennai	2009
	2 nd Position, 'Pegasus', State-level Debugging & Programming Contest, Ilanji	2007