

Work Experience				
<b>Expedia Group</b> (Global Compensation and Total Rewards) (May'22 – Present)	<ul style="list-style-type: none"><li>• <b>Benchmarked compensation strategies</b> followed globally <b>across companies</b> through third-party vendors</li><li>• <b>Led annual comp. reviews</b>, mid-year evaluations and <b>data governance initiatives</b> in alignment with industry standards</li><li>• Collaborated on <b>compensation consultation</b>, <b>pay transparency</b> and creation of <b>Rewards Playbook</b> to improve transparency</li><li>• Formulated <b>compensation guidelines</b> and <b>indefinite transfer</b> policies, ensuring consistency in reward structures globally</li><li>• Worked on <b>Equity programs</b>, to create <b>global minimum standards</b> to promote fairness and inclusion across regions</li><li>• Managed <b>insurance renewals</b> and <b>benchmarking</b> for 9 APAC countries, ensuring comprehensive offerings tailored to region</li><li>• Conducted <b>geographical compensation analysis</b> to assess market competitiveness and recommend adjustments to salary structures, ensuring regional compliance and fairness</li><li>• Actively participated in <b>benefits surveys</b> and <b>benchmarking</b>, ensuring competitive offerings aligned with industry trends</li></ul>			
<b>L&amp;T Technology Services-</b> Measurement& Rewards, Americas (Sep'21 – Apr'22)	<ul style="list-style-type: none"><li>• Designed <b>compensation structure for new geographies</b> using element wise, neighbor parity and spendable income methods</li><li>• <b>Benchmarked benefits and structure with 3<sup>rd</sup> party vendors</b> to understand as-is positioning and need for revision</li><li>• Revamped large deal incentive and recruitment production incentive to <b>reward meritocracy within the organization</b></li><li>• <b>Redesigned and negotiated compensation</b> structure for <b>50+ deputies to Americas</b> for on-site project work</li><li>• <b>Formulated on-site budget</b> for Americas, Europe and RoW for 5000+ employees</li></ul>			
<b>Vedanta Resources PLC- Lead</b> Compensation & Benefits (Jun'19 – Aug'21)	<ul style="list-style-type: none"><li>• Successfully executed compensation and benefits structure for a workforce consisting of more than <b>3500 employees</b></li><li>• Played a significant role in <b>formulation of business plan</b> involving <b>streamlining manpower count and costs</b></li><li>• Single point of contact for <b>third party vendors</b> to continuously maintain and draw insights from exit interviews data</li><li>• Responsible for successfully calculating and reporting <b>manpower cost productivity</b> for <b>11000+</b> strong workforce</li><li>• Played a key role in the implementation of “Manpower Cost Reduction” directly supervised by the Group Chairman</li><li>• Implemented “<b>HR Policy Review</b>”— a project to identify and discontinue obsolete policies in the organization</li><li>• Successfully <b>digitized</b> the organization’s <b>employee onboarding process</b> enhancing <b>employee experience</b></li><li>• Contributed in an award-winning research paper for <b>CII HR Excellence</b> in close collaboration with other functions</li><li>• Responsible for successful probation &amp; training of 600+ employees; Inducted 200+ employees in the organization</li><li>• Single <b>handedly</b> led a <b>recruitment drive</b> for more than <b>100 Chartered Accountants</b> at Vedanta Resources PLC</li></ul>			
<b>Summer Internship</b>		<b>SPX Flow, Pune</b>		<b>Duration: 12Weeks</b>
<b>Project</b>	<ul style="list-style-type: none"><li>• <b>Designing a Skill Matrix System &amp; Competency Mapping</b></li></ul>			
<b>Responsibility</b>	<ul style="list-style-type: none"><li>• Identified and mapped <b>employee competencies</b> within different functions by liasoning with all the stakeholders</li><li>• Designed a <b>skill matrix</b> and <b>mapped succession plans</b> for high potential employees throughout the organization</li><li>• Conducted GAP Analysis with respect to a manager’s assessment of an employee on the basis of the skill matrix</li></ul>			
<b>Achievement</b>	<ul style="list-style-type: none"><li>• <b>Appreciation</b> letter from Chief Human Resource Officer at SPXFlow for successful implementation of the project</li></ul>			
YEAR	DEGREE	INSTITUTE	BOARD/UNIV.	RESULTS (%)
2019	P.G.D.M.	Xavier Institute of Social Service, Ranchi	Autonomous	69.4
2016	B.Sc (Hons) Physics	Kalindi College, Delhi	Delhi University	71.7
2013	H.S.C.	St. Joseph’s Academy, Dehra Dun	I.C.S.E.	88.8
2011	S.S.C.	St. Joseph’s Academy, Dehra Dun	I.C.S.E.	90.6
Academic Projects				
<b>Trends in PMS</b>	<ul style="list-style-type: none"><li>• Studied the <b>Performance Management System</b> of <b>Deloitte</b> and developed an overall understanding of the process by <b>comparing</b> the PMS practices followed in other organizations</li><li>• Studied the <b>elements of PMS</b> and its <b>importance</b> as a tool for effective business performance</li></ul>			2017
<b>Future of Workforce</b>	<ul style="list-style-type: none"><li>• Gained insights regarding <b>leading global practices</b> for <b>alternate models of work</b> at all touchpoints starting from <b>Job analysis</b>, <b>Competencies identification</b> and <b>Hiring Sources</b></li><li>• <b>Benchmarked best practices</b> followed by global organizations for alternate work models</li></ul>			2017
Positions of Responsibility				
<b>Vedanta Resources PLC</b>	<ul style="list-style-type: none"><li>• <b>Secretary General</b><ul style="list-style-type: none"><li>◦ Handled <b>whistleblower</b> and <b>POSH cases</b> as the secretary general of the <b>ethics committee</b></li></ul></li></ul>			2020
<b>XISS, Ranchi</b>	<ul style="list-style-type: none"><li>• <b>Social Service Field Project (Team Lead)</b><ul style="list-style-type: none"><li>◦ <b>Successfully</b> led a team of <b>10+ XISS members</b> at MMK High School, Ranchi</li></ul></li></ul>			2017
<b>Delhi University</b>	<ul style="list-style-type: none"><li>• <b>Class Representative</b><ul style="list-style-type: none"><li>◦ <b>Elected</b> as Class Representative for a class of <b>75+ Students</b> at Kalindi College, DU</li></ul></li><li>• <b>Central Organizing Committee</b><ul style="list-style-type: none"><li>◦ Elected as <b>Head of Organizing committee</b> of “<i>Vigyan Vividha</i>”- Science Fest <b>100</b></li><li>◦ Organized a workshop on International Year of Light with a footfall of <b>150+</b> students</li></ul></li></ul>			2015
<b>SJA, Dehra Dun</b>	<ul style="list-style-type: none"><li>• <b>House Captain</b><ul style="list-style-type: none"><li>◦ Elected as the House Captain of the Donovan House amongst more than <b>3000 students</b></li></ul></li></ul>			2012
<b>Sports</b>	<ul style="list-style-type: none"><li>• Awarded <b>Gold Medal</b> in Relay Running at Annual Sports Day organized by St. Joseph’s Academy</li><li>• <b>Winner</b> in inter house basketball tournament organized at St. Joseph’s Academy, Dehra Dun</li></ul>			2012 2012