



ANSHU CHAUDHARY

PERSONAL PROFILE

SHRM - CP

Engineer turned HR. Looking for Opportunities to grow as an HR Professional. Acknowledged for being resourceful, enthusiastic, go-getter and a quick learner.

WORK EXPERIENCE

HR Business Partner-Senior Manager

Schneider Electric| Dec'22-Present

- Driving people priorities aligned with the business agenda
- Drive and support key strategic projects for the business / function including Workforce Planning and Business transformation
- Collaborating with Business stake holders and driving Annual Performance Review, Annual Variable Payout, Global Salary Review, Succession Planning and Talent review
- OneVoice Score- Agenda and Action Plan to increase engagement scores
- Conceptualized, designed and led various Talent Management processes
- Well Being Champion core Group- Driving Well-Being initiatives for SE India

Compensation and Benefits Partner-Manager

HDFC Bank| Mar'22-Dec'22

- Salary Fitments for hiring across verticals in Consumer Banking Group, Key stake holders: Business, Talent Acquisition Partners and HRBPs. Received on-the-spot awards for effective stakeholder management and on the ground feedback.
- Job Sizing- an annual exercise with mercer to evaluate and analyse jobs/roles.
- Annual Appraisal and Corrections with Business and HRBPs.
- Project: Defined/Created hiring ranges by benchmarking against internal, external (market) and past hiring benchmarks for all job roles across the bank and streamlined hiring process for efficient recruitment cycle.
- Project: Salary Fitments Analysis- Analysis of hiring trends across verticals for the last 3 financial years.

Human Resources | Senior Associate Lead-HR

Infosys| Aug'20-Mar'22

- HR Metrics/Analytics-Handling the Attrition & Retention Track for the portfolio and part of Analytics COE for the same.
 - 33% Retention Rate(Proactive + Reactive)
- Compensation and Benefits Management-Lead Team for the unit, driving all compensation programs at the unit level for 20,000 employees
- Employee Engagement and Employer Branding-
 - Night Shift Engagement team responsible for conceptualizing and driving the engagement model for employees working in shift.
 - Communication Lead for partnering with the business for effective, impactful and frequent employee communication.
 - Pulse Team at the unit level for analyzing on-ground employee pulse, from time to time and planning interventions to increase the ESAT scores. Highest E-SAT Score for portfolio.
- Performance Management -Role Change and Career Development

Summer Intern- Management Consultant

Sterlite Power| Apr'19-June'19

- Identifying the key processes for automation from scratch
- Calculate the build effort estimates, document business requirement documents and use cases for the identified processes
- End-to-end support for the Automation Initiative in the HR Department
- Studying Goal Library for H1 and building a library of Specific and Measurable goals
- Identifying an appropriate solution for the GOAL SETTING AUTOMATION
- Wrote a case study on the summer project that got published in company's quarterly newsletter

CONTACT ME AT



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CERTIFICATIONS

- SHRM-CP Certified HR Professional
- Middle Earth HR Certified C&B Manager
- Certified Business Analyst-Robotic Process Automation: Automation Anywhere
- People Analytics: University of Pennsylvania
- Certified HR Data Analyst: AIHR Academy to Innovate HR
- Infosys HR People Analytics Certificate



EDUCATION

PGDM, Human Resources Management, Tapmi Manipal (2018-2020), 6.8/10

B.Tech, Computer Science Engineering, Sikkim Manipal Institute of Technology (2012-2016), 7.8/10

D.A.V Public School, Sector-14, Gurgaon, Haryana, CBSE, 92.2%

Colonel's Central Academy, Gurgaon, Haryana, 2010, CBSE, 9.4/10



POSITIONS OF RESPONSIBILITY

- Class Representative, Student Council, 2012-2013, 2014-2016
- Joint Secretary, Department of Computer Science, Batch of 2016
- Deputy Secretary General, SMITMUN, 2013-2014
- Office Bearer, Tapmi Toastmasters Committee, 2018-2020



REWARDS & RECOGNITIONS

- Scholarship, 100% Course Fee Waiver for the entire course duration based on merit- BTech
- Tapmi's Achiever Club, Batch of 2020
- Best Rookie of the Year FY21, Infosys, 2021
- Bravo Award, FY21
- Insta Award, CORE COVID-19 Support Team
- Team Award-Silver Best Collaborator- ACE Awards 2021
- Gold Medal, Table Tennis, Annual Sports Drive, Tapmi, 2020
- Silver Medal, Throw Ball & Basket Ball, Annual Sports Drive, Tapmi, 2020
- Bronze Medal, Basket Ball, Annual Sports Drive, Tapmi, 2019