

# Sahil Singh

Management Trainee-OYO		AB InBev– Summer Intern		Ex-TEDxMithibai	
Work Experience					
OYO, Gurgaon				April 2024	
Assistant Manager, Management Trainee					
Roles and Responsibilities	<ul style="list-style-type: none"><li>End-to-end recruitment in <b>European market</b>, roles spanning call center agents to management roles</li><li><b>HR Operations:</b> Onboarding, Contract Management, Induction &amp; Payroll Management across roles</li><li><b>Employee Relations:</b> Conducted in-depth investigation of legal cases and prepared well-structured arguments to support the company’s position</li><li><b>Compensation &amp; Benefit:</b> Conducted Appraisal Cycle for 2024 for all <b>900+ corporate employees</b></li><li>Successfully <b>set up call center in Romania</b> to cater to European market with multi-language capability</li><li>Secured a working space, drafted initial employment contracts, and adhered to <b>Romanian labor laws</b></li><li><b>M&amp;A:</b> HR due diligence, restructuring, and hiring for <b>G6 Hospitality's</b> for <b>525 million</b> in U.S.</li><li><b>HR Strategy:</b> Developed &amp; implemented strategies for <b>employer branding</b>, for better candidate sourcing</li><li>Updated the leave policy in Denmark to better align with local regulations &amp; meet business demands</li><li><b>Visited Denmark</b> on field and facilitated patron <b>win-back strategies</b>, improving business outcomes</li></ul>				
	Educational Qualification				
	Qualification	Institute			Year
	PGDM-HRM	Management Development Institute (MDI) Gurgaon, Haryana			2024
	B.Com. (Hons.)	Mithibai College, University of Mumbai, Mumbai			2022
	XII, MSBSHSE	Mithibai College, Mumbai			2019
	X, CBSE	St. Joseph’s High School, Navi Mumbai			2017
	Academic Achievements				
	Competitive	<ul style="list-style-type: none"><li>Secured <b>Top 100 All India</b> in <b>Aon’s annual HR Consultathon</b> of the HR batch 2023-24</li></ul>			2024
	Internships & Projects				
Internship/Live Projects					
AB InBev, Revenue Growth	<ul style="list-style-type: none"><li>Identified price-pack opportunities to strengthen ABI’s portfolio, gain on market share &amp; NR/HL</li><li>Recommended price pack opportunities of <b>1.6M dollars</b> in Net Revenue, increase in NR/HL</li><li>Understood <b>consumer behavior</b> in different channels and role of competition in strategy</li></ul>			2023 (8 Weeks)	
Business Strategy, Disciplemart	<ul style="list-style-type: none"><li>Executed <b>SWOT analysis</b> of website, industry and created a strategy to hire new interns</li><li>Benchmarked competitors’ benefits/rewards to create a strategy for the internship program</li></ul>			2021 (4 Weeks)	
Academic Projects					
Talent Management	<ul style="list-style-type: none"><li>Benchmarked campus engagement initiatives of organisations to identify best practices</li><li>Studied various management trainee experiences within the leading FMCG organizations</li></ul>			2023 (8 Weeks)	
Diversity Benchmarking	<ul style="list-style-type: none"><li>Analysed diversity initiatives undertaken by various companies across industries in India</li><li>Benchmarked their initiatives based on Gender, Ethnicity, LGBT, People with disability</li></ul>			2022 (8 Weeks)	
Positions of Responsibility					
Mithibai College, Mumbai					
Hospitality Committee Member, TEDxMithibai	<ul style="list-style-type: none"><li>Executed celebrity management &amp; other related functions to ensure hospitality for D days</li><li>Administered food and refreshment for all attendees, organizing committee and guests</li><li>Coordinated with multiple stakeholders and managed delegates for a seamless event</li></ul>			2021-2022	
HOD, Proshows, Kshitij Cultural Fest	<ul style="list-style-type: none"><li>Managed public relations of mass promoting movies, songs, web series across platforms</li><li>Implemented promotional activities through various Live Sessions and Workshops</li><li>Directed CSR activities of festival through Conclaves/Conferences on various Social Topics</li></ul>			2020-21	
Additional Certifications					
DEI Workshop, Axis Bank	<ul style="list-style-type: none"><li>Explored pride terminologies &amp; heightened awareness about biases against LGBTQ+</li><li>Understood Familiarized gender-neutral language &amp; strategies to foster inclusivity in corporate</li></ul>			2024	
Compensation and Benefits	<ul style="list-style-type: none"><li>Grasped how to conduct Job Analysis, <b>Job Evaluation</b> and create a <b>Pay Structure</b></li><li>Understood how to interpret <b>Salary Survey Data</b> and frame <b>Benefits Policy Making</b></li><li>Introduced to various specialized areas- Job evaluation, Bonus selection and Salary Survey</li></ul>			2023	
HR Analytics	<ul style="list-style-type: none"><li>Explored key theories relating to <b>Motivating Staff and Performance Management</b></li><li>Learnt Business Strategy along with the concepts of <b>Data Management and Analysis</b></li></ul>			2023	
Extra-Curricular Activities					
Mentorship Program	<ul style="list-style-type: none"><li>Mentored <b>30 Aspirants</b> for PI round pertaining to admission for <b>PGP Programs</b> at <b>MDI</b></li></ul>			2023	
Mock Stock	<ul style="list-style-type: none"><li>Secured <b>1<sup>st</sup> place</b> in mock stock competition by Monetrrix across <b>multiple B-schools</b></li><li>Executed an <b>Investment Strategy</b> for <b>Offline Trading</b> resulting in substantial returns</li></ul>			2023	
Sports	<ul style="list-style-type: none"><li>Won a <b>16-man inter-collegiate Mix Martial Arts</b> (Bloodsport) tournament 40-55 kgs</li><li>Completed Ryan International Sports Club’s 10 day training for <b>Cricket</b> as a discipline</li></ul>			2019 2015	