

RACHIT GUPTA

Deputy General Manager | PMO - CHRO Office + C&B, Gensol Group (Gensol EPC, BluSmart Mobility, Matrix Gas)

XLRI, Jamshedpur - HRM (2017-19) | VIT, Vellore - B.Tech. Information Technology (2010-14)

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KEY COMPETENCIES

Total Rewards	Performance Management	ESOPs Management	HR Strategy
HR Business Partnering	HR Analytics	Employee Benefits	Talent Acquisition

PROFESSIONAL EXPERIENCE

PMO - CHRO Office + C&B, Gensol Group (Gensol EPC, BluSmart Mobility), Gurugram Sep 2023 - Present

PMO - CHRO Office Sep 2023 - Present

- Spearheaded establishment of HR-PMO to **enhance governance & execution of all HR initiatives**
- Supported CHRO in **Workforce Planning, Cost Optimization, and HR Process improvements**
- Implemented **People policies and SOPs**, ensuring compliance with legal and corporate guidelines
- Developed and maintained **HR Analytics dashboards** to drive data-driven decision-making
- Launched iCARE Values and integrated them with key HR Processes to create a value based culture
- Chaired **Talent Acquisition** reviews to track metrics & reduce bottlenecks to create hiring strategies
- Managed multiple HR projects for **Organizational Development** through Gallup, DEI initiatives & Upskilling Workshops
- Managed **HR Technology** implementations for **HRIS, ESOPs, Trainings** ensuring seamless integration
- Designed **Shared Services** model to create **Centre of Excellence** for group level **Enabling Functions**
- Worked with Deloitte on **Organizational Restructuring project** to define job levels & career paths

Compensation & Benefits and Performance Management Sep 2023 - Present

- Partnered with **C&B team** to design **Global Rewards Philosophy, ESOP Plans and other Employee Benefits**
- Designed and Implemented **Bi-Annual Performance Management Process** for all Group companies
- Created **Multi Source Feedback & Talent Review Process, encompassing Hi-Pot identification through 9-box grid & PIP.**
- Managed **Group Insurances** centrally including GMC, GPA, D&O for employees and EAR Insurances for EPC Projects.

Global Rewards & Mobility Lead, OYO, Gurugram Apr 2019 - Sep 2023

Total Rewards Nov 2020 - Sep 2023

- Managed Global Rewards including **Compensation, Benefits, ESOPs, Mobility and Performance Management** with major presence in **India, South East Asia, Middle East, Europe and US Markets**
- Carried out **Annual appraisal cycle** for Performance year '20-21 & led it for year '21-22 & '22-23
- Managed budgeting of **Increment ranges, Promotion, Retention Bonus, ESOPs and Liquidity** for Annual Performance Appraisal for PY '20-21 & '21-22 for 4000+ employees across 10+ countries
- Created **live dashboards** for tracking of **bell curve, increments, promotions etc.** across different parameters (countries, businesses, functions, bands) helping management in rectifying anomalies

ESOPs Aug 2021 - Sep 2023

- Worked on management and reporting of **ESOP Pool** with the compensation committee in OYO
- Conducted multiple **Exercise and Liquidity** events including employees for senior management involving exercising of **4 Cr+ shares / units** and sale of **2 Cr+ shares** through buyback and secondary deals
- Managed financial transactions for the overall process and reconciliation of payments of **~100 Cr**
- Launched **ESOP Liquidity program** covering **1000+ employees** involving **~1.7 Cr shares / units**

HR Costing and Budgeting Nov 2020 - Sep 2023

- Managed **HR annual operating plan & budgeting for cost & HC** comprising of **end to end HR expenses**
- Oversee detailed analytical reviews on a **monthly & quarterly basis** for various business groups on expense variance drivers to provide transparency into reported numbers for CHRO & business
- Managed production of **management reporting** on a weekly, monthly & quarterly basis for various business & functional groups to facilitate timely strategic decision-making by key stakeholders

IPO Preparation	Jan 2022 - Sep 2023
<ul style="list-style-type: none"> Managed end to HR annexures for reporting data for Key Managerial Personnel for filing DRHP Worked on the proposal for the NRC committee for Pre IPO Pool Expansion & Grants 	
Global Mobility	Apr 2022 - Sep 2023
<ul style="list-style-type: none"> Led Global Mobility for movement of employees in South Asia, Middle East, US and UK regions Designed Global Compensation for 10+ countries by studying employment and taxation laws Identified and Partnered with 10+ vendors to ensure quick turnaround for VISA & Work Permits Reviewed and Enhanced existing Mobility – Short Term and Long Term Assignment Policies 	
HR Business Partnering	Apr 2022 - Oct 2022
<ul style="list-style-type: none"> Worked as Lead - HR Business Partner for Non Hotels and Homes segments of OYO – Weddingz, Workspaces & Student Housing involving ~150 on-roll and ~200 off-roll employees across functions Handled Talent Acquisition for these businesses with a monthly recruitment of ~60 field employees Formulated KPIs and worked on Succession Planning to enhance business operations & productivity 	
Campus Relations Lead	Feb 2020 - Oct 2020
<ul style="list-style-type: none"> Managed end-to-end Campus Hiring for GTs/MTs across profiles from Tier-1/2/3 colleges from India Designed & executed Talent Management strategies for interns & trainees impacting 300+ hires Drove Virtual Summer Internship 2020 for 200+ Management & Graduate Interns for 20+ profiles Designed online and offline Campus Engagement initiatives for improving Employer Branding 	
Management Trainee	Nov 2019 - Feb 2020
STINT 1: REGIONAL STINT - OYO EAST, KOLKATA (APR'19 - AUG'19)	
<ul style="list-style-type: none"> Studied compensation data for 1000+ employees to analyze Pay Disparity across 18 major roles Conducted smooth & efficient Performance Appraisal for 2000+ employees of East & South region 	
STINT 2: FUNCTIONAL STINT - CENTRAL SUPPLY HR (AUG'19 - NOV'19)	
<ul style="list-style-type: none"> Designed and drove the Rewards& Recognition campaign for 2000+ employees in Supply function Designed Central Supply organization structure having 500+ employees across 8 distinct teams 	
STINT 3: INTERNATIONAL STINT - OYO, JAPAN (NOV'19 - FEB'20)	
<ul style="list-style-type: none"> Designed KRAs, Monthly Performance Rating System & Bands for 600+ field & corporate employees Recommended Performance Enhancement measures by studying Organization Culture of Japan 	
Application Development Analyst, Accenture Technology	Jul 2014 - May 2017
<ul style="list-style-type: none"> Worked in Financial Services BU managing end-to-end projects of 2 MNC banks during the tenure Led & delivered the most critical project – Off-Patch for 15 consecutive months for all countries Managed client reports of all projects using SAP-Business Objects & worked on migration of tool Involved in active interaction with clients from 10+ countries to ensure smooth project operations 	
Summer Internship, OYO	Apr 2018 - May 2018
<ul style="list-style-type: none"> Developed internal model for calculating average attrition rate & its organizational financial impact Designed automated on-boarding data capture model resulting in saving 1 man-hour per joining Instigated Social Media Connect Strategy & Customer Interaction Experience for all new joiners Formulated Net Satisfaction Score (NSS), similar to NPS index to quantify onboarding experience 	

ACHIEVEMENTS

Gensol Group

- Received “Value Champion” award for **outstanding collaboration within HR and functional teams**

OYO

- Consistently** received **top rating** (Exceeds Expectations) since joining and part of **Top Talent cohort**
- Awarded for **Outstanding HR Delivery in Annual OYO People Excellence Award** for Q4'20-Q3'21

Accenture

- Awarded with the '**ACE Award**' for overall **outstanding contribution to client's business outcomes**
- Recognized as '**Star of the Month**' for the month of May'15 while working for 'Atlas Run' project

Summer Internship, OYO

- Awarded the **only Pre-Placement Offer** from XLRI Jamshedpur for overall internship performance