

Professional Experience

Organization	Designation	Duration
Games 24x7	Director - HR (TR, HRBP & HR Analytics)	Jul, 2021 – till date
Sterlite Power	Head – C&B, PMS and HRMS	Jun, 2019 – Jul, 2021
Mahindra Comviva (Tech Mahindra Subsidiary)	Head – Compensation, PMS and Policies	Nov, 2016 – Jun, 2019 May, 2012 – May, 2016
Indospirit Group of Companies	Head – HR and Admin	May, 2016 – Nov, 2016
Larsen & Toubro Ltd.	Assistant Manager – HR	Apr, 2009 – Apr, 2012
Tecnovate eSolutions Pvt Ltd	Software Developer	Feb, 2005 – May, 2007

Employment Description

1. Games 24x7 (Jul 2021 – till date)

Total Rewards & Performance Management

- Responsible for designing, implementing, and managing the organization's total rewards programs and compensation and benefits strategies.
 - o **Total Rewards Strategy:** Develop and implement a comprehensive strategy aligned with the organization's goals, culture, and industry benchmarks
 - o **Compensation Administration:** Lead compensation reviews, short-term and long-term incentive programs and executive compensation programs of the organization. Short term incentives include Variable pay / bonus plans & Long term incentives comprise Stock & Cash based incentive programs (ESOPS / SARs / RSUs)
 - o Conducting Compensation Benchmarking process through Job evaluations, Analyzing Market Data & designing pay ranges subsequently. Ensuring legal compliances & Monitoring benefits on an on-going basis to ensure that the C&B programs are always competitive, compliant and aligned with company's goals and values
 - o **Benefits Administration:** Oversee the administration of employee benefits programs, including health insurance, retirement plans, wellness initiatives, leave policies, and other employee perks.
 - o Responsible for the development, implementation, and management of the company's **performance management system**. This system includes processes for setting performance goals, measuring progress, providing feedback, and evaluating employee performance.

HR Business Partnering

- Partnering with senior leaders and executives to align HR strategies and initiatives with business objectives, drive organizational effectiveness, and enhance the employee experience
 - o **Strategic HR Business Partnership:** Act as a trusted advisor and strategic partner to senior leaders and executives, providing guidance and support on HR-related matters.
 - o **Organizational Effectiveness:** Partner with business leaders to enhance organizational effectiveness, including organizational design, workforce planning, change management, and talent management.
 - o **Employee Relations and Engagement:** Provide guidance and support to business leaders on employee relations matters, ensuring fair and consistent application of policies and procedures.
 - o **Change Management:** Develop change management strategies, stakeholder engagement plans, and communication materials to facilitate successful organizational change.

HR Shared Services & Analytics

- o Lead a team responsible for executing HR processes, ensuring compliance with policies and regulations, and delivering efficient and effective HR services to employees and stakeholders.
- o Leveraging HR data and analytics to provide actionable insights and strategic recommendations to optimize HR programs, policies, and processes.
- o Overseeing the implementation, optimization, and maintenance of the HR systems and automation processes using the Darwinbox platform

2. Sterlite Power Transmission Limited (Jun 2019 – Jul 2021)

- Lead Compensation and Benefits efforts of the organization for global population (based out of India and Brazil) including blue collared staff based out of factory locations.
 - o Annual processes - Compensation Benchmarking & Periodic / Merit Increments
 - o Design Incentive Plans – Sales Incentive, Long Term Incentive (ESOPS / Appreciation rights)
- Analyzing performance data: Analyze performance data to identify trends and areas for improvement, and making recommendations for changes to the performance management system as necessary.
- Drive HR Systems & Automation (incl. SAP Successfactors Implementation) to help facilitate the long term HR function objectives

3. Mahindra Comviva (Nov 2016 – Jun 2019)

- Lead the Compensation and Benefits for the global population (2500) spread across 40+ countries around the globe (India, LATAM, MENA, Africa, APAC, Europe, South East Asia etc.).
 - o Assessing annual manpower requirements viz-a-viz business forecast and planning requirement for manpower in a fiscal year. To formulate and monitor Manpower budget throughout the year
 - o Accurate, detailed and relevant Compensation & Benefits benchmark & trends in order to maintain competitive salaries and benefits provided to employees
 - o Presentations to senior management and business heads for the prevailing compensation trends and changes needed; Helping the management take data-based decisions on direct financial and indirect financial compensation
 - o Implementing and maintaining innovative pay and benefits programs to support the physical and financial well-being of employees in countries across the globe, while also ensuring the legal compliance of the compensation structures.
 - o Design Performance based incentive plans, Sales Incentive plans, Bonus plans, Long term incentive plans (ESOPs etc.) and the payouts against these plans while ensuring compliance to the legal and union requirements as the need may be. Designed a Special ESOP plan for a Netherlands based entity overcoming the language barriers and understanding extremely complicated employee friendly laws regulating such a scheme

Performance Management System

- o Plan and execute Performance Management (Goal Setting & annual appraisals) process
- o Feed-in the talent management process (including High potential employees) for career planning and developmental planning

4. Indospirit Group of Companies (May 2016 – Nov 2016) – Head HR & Admin

The **Indospirit** Group of companies is a leading importer, distributor and retailer of Alcoholic Beverages in North India.

- o Lead key HR processes (Talent Acquisition, Compensation, Learning and Development, Performance Management)
- o Ensure proper administration of and compliance with all labour laws and regulations
- o Coaching the employees and/or managers regarding a variety of people related issues

5. Mahindra Comviva (May 2012 – May 2016)

(a) **Lead – HR Operations** (April 2014 – May 2016)

(b) **HR Systems** (May 2012 – April 2014)

4. L&T – MHI Boilers Private Limited (April 2009 – April 2012)

(a) **Corporate HR (March 2010 – April 2012)** - HR Business Partner (Talent Acquisition, Performance Management and Compensation Reviews)

(b) **Plant HR (April 2009 – March 2010)**

5. Tecnovate eSolutions Private Limited (February 2005 – May 2007)

Educational Qualifications

Qualification	Institute	Full Time	Year	% / CGPA
PGDM – HR	IMT Ghaziabad	Yes	2007-2009	7.27/10 (~78%)
B.Tech (CSE)	GJUS&T, Hissar (State University)	Yes	2001-2005	64.3%
XII (B.S.E.H)	Lahoria Sr. Sec. School. Hissar	Yes	2001	73%
X (C.B.S.E.)	K.L. Arya D.A.V. Public School, Hissar	Yes	1999	82.4%

Personal Details

Father's Name	Sh. Kashmiri Lal Raheja
Date of Birth	February 6, 1984
Marital Status	Married
Mailing Address	WW-120, Ground Floor, Malibu Towne, Sohna Road, Gurgaon