



# SHOBHAN SINHA

DOB: 12/02/1991

Location: Bengaluru

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## PROFESSIONAL SUMMARY

Strategic and purposeful HR Management professional with almost 8 years of experience excelling in driving performance and enhancing employee experience. Currently serving as DGM-HR Business Partner at Acko, showing a proven history of success in dynamic work environments across various industries (NBFC's, IT/ITES, EdTech). Actively seeking new opportunities in HR Management.

## EXPERIENCE

### DGM - HR Business Partner – Acko, Bengaluru

Feb 2025 – Present

- Spearheading HR Business Partnering for Health & Life and Auto Insurance teams, aligning people strategies with business objectives.
- Designing and implementing HR policies to ensure compliance, enhance employee experience, and drive engagement.
- Trusted advisor to senior leadership, providing HR solutions to improve organizational effectiveness.
- Overseeing AOP planning and budget management, advising business heads on workforce strategy.
- Supporting Talent acquisition efforts, ensuring quality hires and supporting prompt turnaround, fitment.

### Manager - Px Business Partner – Innovaccer, Noida

Sept 2022 – Present

- Leading HR Business Partnering efforts for Engineering and Marketing teams in India and the US, aligning strategies with business goals.
- Developing and implementing HR policies tailored to the Health Tech industry, ensuring compliance, and boosting employee satisfaction.
- Advisor to senior leadership on HR issues, providing solutions to enhance organizational effectiveness.
- Directing the implementation of people-centric initiatives such as training programs, engagement surveys, and employer branding campaigns
- Managing talent development processes including probation, performance reviews, rewards, and succession planning to support career progression and retention
- Overseeing global HR analytics and performance management systems, offering valuable insights for informed decision-making.

### Manager - HR Business Partner – BYJU'S, Noida

Jun 2021 – Sept 2022

- Orchestrated the HR life cycle of employees in the Delhi and Jammu & Kashmir Region
- Served as the primary point of contact for internal stakeholders, addressing all HR-related inquiries.
- Attained the target department ESAT score through pioneering people initiatives.
- Demonstrated adept people skills to enhance employee retention, effectively meeting the organization's attrition target.
- Conducted comprehensive branch visits to foster connections with employees, engaging in both face-to-face and telephonic discussions to assess their level of engagement with the organization.
- Supervised critical HR processes, ensuring strict adherence to processes and timelines for Onboarding, Performance Management System, Closure of auto promotions, and Exit Management
- Maintained consistent achievement of department Rewards and Recognition (R&R) quotas.

- Managed the end-to-end HR lifecycle for Rural Term Loan vertical employees, serving as the primary point of contact for internal stakeholders on HR matters.
- Led people initiatives to achieve targeted ESAT score, resulting in an incremental uptick in employee satisfaction within the department.
- Implemented employee retention strategies to keep tab on overall attrition rate.
- Ensured compliance with key HR processes such as onboarding, Performance Management System, IJP releases, auto promotions closure, and exit management.
- Compiled monthly HR dashboards and delivered impactful presentations during HR and business reviews.
- Provided crucial support to leaders during branch visits to enhance employee engagement and satisfaction.

**Regional HR – Arohan Financial Services Ltd., Lucknow****Jun 2017 – Jan 2020**

- Aligned HR processes strategically with regional HRBPs and Business Heads to meet needs across multiple locations (Lucknow, Prayagraj, Kanpur & Gorakhpur)
- Spearheaded employee engagement initiatives including coffee meets, skip levels, town halls, and rewards & recognition programs to cultivate a positive workplace culture.
- Managed attrition analysis, separation processes, and retention strategies resulting in a significant decrease in turnover rates.
- Managed grievances, disciplinary cases, and escalations effectively while encouraging employee participation in training programs.
- Co-owned talent acquisition efforts, ensuring quality hires and supporting prompt turnaround, fitment, and parity in the hiring process.

**PROJECTS**

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Performance Management Systems, HR Analytics & Insights, Policies, RTO, Innovaccer

Early Attrition Warning System & OJT Framework, Bajaj Finance Ltd

GPTW Initiative & HRIS(Adrenalin) Implementation, Arohan Financial Services Ltd

**EDUCATION**

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**Post Graduate Diploma in Human Resource Management**, Xavier Institute of Social Service, Ranchi, India

2015 – 2017

**Bachelor of Business Administration**, Guru Gobind Singh Indraprastha University, New Delhi, India

2011 – 2014

**AWARDS**

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- Kudos Award: Spearheaded strategic initiatives to drive engagement and retention efforts.
  - SPOT & Champions Awards: For excelling in stakeholder management and driving employee engagement.

**SKILLS**

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|--------------------------|---------------|-----------------------|
| ▪ HR Business Partnering | ▪ Performance | ▪ Learning & Dev      |
| ▪ Employee Engagement    | ▪ OD          | ▪ HRIS Implementation |
| ▪ HR Analytics           | ▪ HR Policies | ▪ Recruitment         |