

Ankit Dubey

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ACADEMIC QUALIFICATIONS

MBA	Human Resource Development	Delhi School of Economics, University of Delhi	63.14%	2019
B.E.	Electrical and Electronics Engineering	SSCET, CSVTU	61.85%	2017
CLASS XII	Science	Sri Sankara Vidyalaya- Bhilai, CBSE	64.40%	2013
CLASS X		DPS- Raipur, CBSE	79.80%	2011

WORK EXPERIENCE

5 Years

Flipkart Internet Pvt Ltd	HR Business Partner (Customer Experience & Supply Chain – Design)		Feb '22-Present
	Roles & Responsibilities		
	<ul style="list-style-type: none">Partner for Customer Experience (CX Operations, CX Design) & Supply Chain Design Business Unit with total headcount of 500+Drive employee engagement activities, handle employee grievances, ensure connect between management and employees on the floor through town halls, skips, one on onesDrive the Rewards & Recognition for the CX Org – Budget planning, communication plan, R&R nomination & finalization and conduction of eventManage the Performance Development cycle for the business unit including performance discussion, promotion evaluation, PIP & exit conversation basis performanceManage HR Metric analytics including total cost of workforce, attrition, hiring trends etc to take data-based people decisionsWork with business leader to articulate the org design principle and develop the org structure basis expectationEnsure culture fit for all new hires and work with TA team to bring in good diversity mix and maintain the parityConduct Exit Interviews and analysis		
	Additional Responsibilities		
	<ul style="list-style-type: none">PD Partner - Representing Cluster Units (HC 1200+) as Performance Development Partner with COEs and responsible for end-to-end planning & execution of PD related activities for the group unitsRewards Partner – Representing Cluster Units (HC 1200+) as R&R, Compensation & Benefits and AOP Owner. Working with COEs and responsible for end-to-end planning and execution across the group units		
Mahindra Comviva Technologies Ltd.	Major Projects		
	<ul style="list-style-type: none">Created first of a kind, CX Cockpit program which helped improve Customer Centricity amongst current employees & helped onboard new hires to Flipkart Values.Created a job enrichment program for L-0 grade employees with the aim to provide multiple avenues of growth opportunities within the Business Unit. Ensured successful execution of program within timelinesCareer Development Expo – Conducted a career expo resulting in measurable IDPs for employees. The initiative led to 100% coverage for IDP formation, career understanding and resulted in actionable inputs for L&D interventionsOptimized & redefined org structure and culture		
	Awards		
	<ul style="list-style-type: none">Received Exceeds Expectations (Top 30%) in all performance review cyclesAwarded “Mission Impossible Award” for going above and beyond in current scope of workAwarded multiple Instant Karma Awards for HR & Business Initiatives		
	Business HR Partner (Tech Teams)		
	Roles & Responsibilities		
	<ul style="list-style-type: none">Partner with 6 business units (4 Engineering, 2 New Product Initiative) with total headcount of 550+Drive employee engagement activities, handle employee grievances, ensure connect between management and employees on the floor through town halls, skips, one on onesCreate and release Monthly Unit Dashboard and People Metrics to the business functionsResponsible for end-to-end manpower planning and forecasting to ensure cost is in line for business functionsDrive Performance Appraisal closure & finalizing the bell curve with business leadersCompensation Analysis and driving closure of Compensation ReviewInduction & Orientation of new joinersConduct Exit Interviews and analysis		
	Major Projects		
	<ul style="list-style-type: none">Job Rotation- Ideated and implemented the internal job rotation frameworkResource Management- From identification to deployment of possible resources across the organizationEvaluated and finalized talent acquisition test vendor for hiring test for all type of openings in the companyCreated and implemented technical and behavioural framework for all type of fresher hired in the companyIdeated program for campus hires from pre hiring stage to the deployment in the business functionsExcel Based Automation Project for People Dashboard, Attrition Prediction Model		
	Awards		
<ul style="list-style-type: none">Awarded for “Responsiveness” at the Company level in FY'21Received multiple “Spot Awards” from business leaders and HR Hierarchy			
INTERNSHIPS			
Tata Steel Ltd.	HR Intern-Talent Management (Raw Material Division)		June '18-July '18
	<ul style="list-style-type: none">Identified people and social challenges of the mining industry for the next decade using data analysis and interviewing white collar workforce at Tata Steel MinesStudied engagement scores of the current workforce and proposed solutions to enhance the score as per the generation mix of the companyBenchmarked practices of 100+ industry leaders to build brand identity and establish TSL as Great Place to workIdeated a unique solution named “Fly In Fly Out” and “Drive In Drive Out” to address flexibility working conditions challenge in Tata Steel Mines		

Benetton India Pvt. Ltd. (HQ)	HR Intern-L&D Domain	Dec'17-Feb'18
	<ul style="list-style-type: none">Designed and implemented Pan India training modules for store and sales managersDeveloped the training material through internal benchmarkingPut into effect the annual external training calendar for all managersAssisted in sourcing and selection of various vendors for in-house trainings	
POSITIONS OF RESPONSIBILITY		
Member	Alumni Committee (DSE)	Aug'17- May'19
<ul style="list-style-type: none">Maintaining and nurturing the relationship with an alumni base of 860 membersResponsible for end-to-end coordination of Mumbai and Pune Alumni Outreach programResponsible for handling end-to-end logistics of various MBA-HRD annual flagship events like Chapter Meets, Guest Lectures and Alumni DinnerResponsible for the digital engagement of alumni through social media platforms		
Volunteer	Art of Living	Nov'11- present
<ul style="list-style-type: none">Organized various Art Excel Courses, YES+ Courses attended by over 1000 peopleIncreased the participation rate in Happiness course, YES+ course of Raipur area by approximately 20% through personal interaction		
Head	Campus Sports Committee, SSTC	May'16-May'17
<ul style="list-style-type: none">Led a team of 40 people to organize all the sports related activities in the campusOrganized inter-college sports meet which includes various sports such as cricket, football, volleyball amongst other sportsOrganized as lead, AAROHAN, an inter-department cricket tournament and INTEGRITY CUP, an inter-department football tournamentOrganized as lead, the first ever deuce ball inter-college cricket tournament		
Captain	State Cricket Team, Chhattisgarh	2010
<ul style="list-style-type: none">Led the U-16 team to the victory of the BCCI Associate TrophyAwarded the Best U-16 player award by the state boardFelicitated as the “Man of the Match” thrice during the tournament		
EXTRACURRICULAR ACTIVITIES		
<ul style="list-style-type: none">Represented Chhattisgarh State Cricket Sangh (CSCS) subsidiary of BCCI for the U14, U16, U19 level consequently for 4 yearsSelected as finalist of Yes Bank transformation series season 7; competed with 5000 teams from top B-SchoolsRanked amongst the “Top 10” of the Scholars Badge amongst 240 students for excellence in academics and sportsRepresented the state of Chhattisgarh for the school national cricket tournament at the U-16 levelLed the school and college cricket teams in various university level tournamentsSelected as finalist of 'tHRust3.0', an HR case study competition of MDI amongst a participation of 550 teams		
ADDITIONAL INFORMATION		
<ul style="list-style-type: none">Proficient in MS Excel and MS PowerPoint		