

HARISH M S



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📍 Kerala, India

EDUCATION

- **MBA - 2024**
Anna University
- **Bachelor of Commerce (B.Com) - 2022**
Calicut University
- **Higher Secondary, Commerce - 2019**
Kerala Board (English Medium)
- **SSLC - 2017**
Kerala Board

CERTIFICATION

- Diploma in Computer Application (DCA)

SKILLS

- Employee Engagement & Retention
- Job Satisfaction Analysis
- Talent Management
- Performance Management
- Workforce Planning
- HR Research & Reporting
- Employee Relations
- Training & Development
- HR Compliance

LANGUAGES

- English
- Malayalam

PROFESSIONAL SUMMARY

Motivated HR professional with a strong academic foundation in business management (MBA) and a Bachelor's degree in Commerce. Experienced in conducting comprehensive research on employee retention strategies and job satisfaction, with proven ability to analyze workforce dynamics and offer actionable insights to improve organizational performance. Hands-on experience through internships, gaining skills in teamwork, inventory management, and process improvement. Skilled in data collection, statistical analysis, and presenting findings to senior management. Equipped with a Diploma in Computer Application, providing a solid grasp of digital tools to enhance HR operations and streamline processes. Eager to contribute to HR functions with a focus on employee engagement, retention, and performance enhancement.

INTERNSHIP EXPERIENCE

ORGANIZATION STUDY, KULAPPULLY, SHORNUR

DURATION: 31 DAYS

- Conducted an in-depth study of the organization's structure and operations, gaining insights into how each department contributes to overall performance.
- Observed collaboration between departments, understanding their interdependencies in achieving production targets.
- Engaged with employees across departments to evaluate their roles, workflows, and challenges, gathering data for analysis.
- Compiled a detailed report summarizing findings and providing recommendations for enhancing operational efficiency and employee engagement.

PROJECTS

A STUDY ON IMPACT OF EMPLOYEE RETENTION STRATEGIES ON EMPLOYEE PERFORMANCE

DURATION: 122 DAYS

- Conducted comprehensive research to analyze how different employee retention strategies affect overall performance in various organizations.
- Gathered data through surveys, interviews, and case studies from employees and management to assess the effectiveness of retention initiatives.
- Identified key factors contributing to employee turnover and recommended actionable strategies to improve employee engagement and reduce attrition.
- Presented findings with statistical analysis and offered recommendations for improving organizational retention policies to enhance long-term performance.

A STUDY ON JOB SATISFACTION AMONG DELIVERY EXECUTIVES IN THIRUVILAMALA PANCHAYAT

DURATION: 120 DAYS

- Explored the levels of job satisfaction among delivery executives operating within the Thiruvilamala Panchayat region.
- Collected primary data via questionnaires and direct interviews with delivery executives to understand their challenges, motivations, and job satisfaction levels.
- Assessed factors such as workload, compensation, work-life balance, and working conditions, and their influence on job satisfaction.
- Provided insights into how improving certain aspects, such as better management practices and working conditions, could lead to higher job satisfaction and reduced turnover.
- Compiled and presented a detailed report highlighting the findings and offering recommendations to improve job satisfaction among delivery personnel.