SETHURAMAN T

Consultant - HR Data Analyst

Education:

B.Sc. Computer Science – Mohamed Sathak College of Arts and Science, Chennai (2018–2022).

Technical & HR Skills:

HR Domain Skills:

- Compensation & Benefits Benchmarking.
- Pay Structure Design & Salary Bands.
- Pay Equity & Gender Pay Gap Analysis.
- Variable Pay & Incentive Modeling
- Job Evaluation & Grading.
- HR Metrics & KPIs (Attrition, Headcount, Turnover).
- People Analytics & Workforce Planning.
- Employee Engagement Analytics.

Tools & Technology:

- Power BI (DAX, Data Modeling, Dashboards)
- SQL (Data Extraction, Transformation, Queries)
- Excel (Advanced, Power Query, Power Pivot)
- Python (Pandas, NumPy for HR data)

Certifications:

1. Data analysis and visualization.
2. Power BI.
3. HR Generalist.

Key Strengths:

- Data Storytelling for HR Leadership
- Critical & Creative Thinker
- Process Automation & Efficiency Improvement
- Stakeholder Communication & Collaboration
- Strategic HR Consulting

Professional Summary:

HR Data Analytics Consultant with 2+ years of experience in **Compensation & Benefits benchmarking, HR analytics, and workforce data reporting**. Skilled in **Power BI, SQL, and Advanced Excel**. Strong expertise in **pay structures, salary benchmarking, HR metrics, job evaluation, and variable pay design**, delivering actionable insights for global clients including 7-Eleven, Airbnb, AXA, Samsung, Target, and SAP. Adept at blending **HR domain knowledge with data analytics** to support strategic decision-making.

Work Experience:

**HR Data Analytics Consultant | Mercer Consulting India
March 2024 - Present**

1. Conducted **compensation & benefits benchmarking** for Fortune 500 clients across India, APAC, and global markets.
2. Performed **market trends, pay equity, and salary structure analysis**, supporting client compensation strategies.
3. Developed and automated **Excel-based models and Power BI dashboards** to streamline salary review cycles and reporting.
4. Prepared **executive-level presentations** summarizing compensation survey insights, salary bands, and workforce analytics.
   Tools: **Excel, SQL, Power BI, Python**.

**Data Analyst (freelancer)   April 2023 – Feb 2024
Circuit Makers Laboratory Chennai, Ind.**

1. Managed **HR data documentation, storage, and compliance reporting**.
2. Investigated and resolved HR data discrepancies through **data validation and analytics**.
3. Acted as a liaison between managers, operations, and clients to ensure accurate workforce reporting.
4. Conducted **training and knowledge-sharing sessions** on HR data handling.

**Technical Trainee   Aug 2022 – Mar 2023
Nihon Technology Pt. Ltd. Chennai, Ind.**

1. Designed **workflows** to automate HR & employee data reporting.
2. Built **interactive dashboards** for HR metrics including headcount, turnover, and productivity.
3. Ensured **data quality and governance** for reporting systems.
   Tools: **SQL, Excel, MS Office**.

AWARDS & HONORS:

1. Delivered C&B insights impacting Lakhs of employees across APAC and global clients.
2. Best logical thinker.
3. District level Chess Certification