

# Poulomi Sen

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## EDUCATION

UNIVERSITY OF MINNESOTA, Minneapolis, MN

Carlson School of Management

**Master of Arts in Human Resources and Industrial Relations**

Sep 2017 - May 2019

Selected Courses: (Executive Compensation, Compensation & Benefits, Business Analytics for Managers with R, Data and Metrics Analysis, Performance Management, HR Info Systems, Strategic Management, Diversity and Inclusion)

WEST BENGAL UNIVERSITY OF TECHNOLOGY (MAKAUT), Kolkata, India

Department of Computer Science Engineering, Meghnad Saha Institute of Technology

**Bachelor of Technology- Computer Science and Engineering**

Aug 2013 – Aug 2017

Selected Courses: (Data Base Management Systems, Artificial Intelligence, Data Structures, MySQL, Object Oriented Programming; Compiler Design; Network Security; Operating System; Computer Networks; Discrete Mathematics )

## WORK EXPERIENCE

**Graduate Teaching Assistant – MBA 6300 Strategic Management & MGMT 1005 CSR**

Jan 2019 - Present

UNIVERSITY OF MINNESOTA, Minneapolis, MN

- Selected to teach 200+ students of all online and offline sections, concepts and real life industry business cases of Strategic Management and Corporate Social Responsibility.
- Strategizing to **increase the efficiency and understandability** of concepts of Strategic Management by 30% based on prior student feedback.
- Currently providing **consulting advice in 150+ PT and FT MBA students** to improve academic performance and apply management concepts in their business decisions and analyze past outcomes.

**Professional Program Graduate Assistant- Department of HRIR**

Sep 2018 - Jan 2019

CARLSON SCHOOL of MANAGEMENT - U of M, Minneapolis, MN

- Devised effective cross-cultural communication system with 10 global participating teams from 6 different countries to conduct International Carlson HR Competition **in a shortened time driving efficiency up by 15%** in comparison to previous years.
- Led a team of 5 direct reports to execute the 3-day annual International HR Live Business Case Competition in Carlson School of Management **with 20% less budget in comparison to 2017** and more nationally diverse teams than ever before.

**HR Coordinator**

May 2018 – Aug 2018

AWARD STAFFING, Bloomington, MN

- **Analyzed past 3 years worker's compensation data and created visual dashboards over Tableau** to provide consultation to senior management to decrease costs and litigation handling by 25% in 6 different branches.
- Created a documentation retention program for the HR Department in compliance with state and federal laws for optimum usage of resources and maintain proper documentation of all employees cutting down the process time by 30%.
- Managed and analyzed **all on-site worker injury claims from 6 branch managers** and coordinated with vendor, Western National Insurance Group, for proper investigation and closing of 60 pending claims using Avionte ATS.

**Workforce Employment Intern**

Dec 2017 - May 2018

CENTRE for ASIA PACIFIC ISLANDERS USA - CURA UMN JOINT PROJECT, Minneapolis, MN

- Created a strategy for reaching out to 500+ workers involved in temporary job industry with staffing agencies across Minneapolis and St. Paul region in **17% less time than given deadline**.
- Structured survey and data collected to find **trends in compensation, growth and satisfaction among workers** to identify characteristics required by employees to be a high performer in contingent workforce.

- **Analyzed accumulated data, drew conclusions through inductive reasoning**, wrote a full report of findings, and formulated future probable policy and advocacy proposals to effect system change in the temporary work industry.

#### **People Analytics Research Assistant**

Sep 2017 - Dec 2017

UNIVERSITY of MINNESOTA- CARLSON SCHOOL of MANAGEMENT, Minneapolis, MN

- **Programmed data analysis 100+ job descriptions** from 2003 about skill set change in economy after introduction and rapid industrialization of 3D Printers to cut down manual data analysis labor by 75%.
- Interviewed 24 leading professionals from GE, 3M and other fortune 500 who are investing in rapid use of 3D printers **to estimate the future skill sets and practices** the industry will be expecting from future employees.
- **Created visual dashboards of analysis** of job descriptions and keywords in interview transcripts to identify the important technical skills schools should implement in curriculum to train successful and high skilled labors.

#### **Talent Management and Professional Development Student Director**

RCMSIT ROTARY INTERNATIONAL- YOUTH FORUM, West Bengal, INDIA

Jul 2014- Jun 2017

- Conducted 15+ information sessions for 6 branches of engineering students to attract talent for Rotary
- Lead 30 members to conduct recruiting of 150+ candidates for 3 years with process efficiency increasing by 30%
- Managed yearly succession planning with senior management for youth forum positions by analyzing 8 quarterly performance evaluations of 100+ candidates

### **SKILLS**

#### **HR & MANAGEMENT**

- People Analytics – B
- Business Analysis – B
- Workforce Strategy -B
- Compensation Analysis - B

#### **TECHNICAL**

- Data Analysis - I
- MySQL - B
- Graphic Designing - I
- Visual Data Representation - I
- R- B
- Data Structures- B
- Algorithm Designing - B
- Software Development-B

#### **TOOLS**

- Tableau-I
- Qualtrics-I
- Wordpress-B
- R Studio-B
- Visual Paradigm, SmartDraw- I
- Avionte, Jobvite (Application Tracking System) - B
- Adobe Creative Suite-I
- Excel-E
- Infor- HRIS System - I

(B= Beginner, I=Intermediate, E=Expert)

### **SELECTED AWARDS & LEADERSHIP**

#### **AWARDS**

- Awarded **Merit Scholarship** among 1000+ applicants by TATA Group in India for studying abroad in USA
- Awarded **Department Merit Scholarship** of In-State Tuition **among 150 students** by Carlson School of Mgmt.
- 2017: Winner of Innovation Challenge, for Kolkata (under **ACM, IEEE and IET International Chapters**)

#### **LEADERSHIP**

- **Appointed Graduate Student Director in Department of HRIR** -University of Minnesota
  - Selected among 150 students due to **experienced project management skills and ability to network and communicate efficiently.**
  - Executed Carlson International HR Business Competition with the most nationally diverse participants till date from universities across 6 different countries.
- **Vice - Chair, Association of Computing Machinery Student Chapter, MAKAUT (MSIT)**
  - **Selected among 300 students** by the faculty of the Department of Computer Science and Engineering.
  - Managed research activities and training seminars for undergrads, resulted in 50% increase in projects