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 *GPA 3.7/4.00*   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 of Strategic Management and Corporate Social Responsibility
- Strategized to **increase the efficiency and understandability** of concepts of Strategic Management by 30% based on prior student feedback**.**
- Provide **consulting advice in 150+ PT and FT MBA students** to improve academic performance and apply management concepts in their work and analyze outcomes.

Professional Program Graduate Assistant- Department of HRIR   Sep 2018 - Jan 2019
CARLSON SCHOOL of MANAGEMENT - U of M, Minneapolis, MN

- Devised effective crosscultural 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 .

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.

SKILLS (B= Beginner, I=Intermediate, E=Expert)
HR & MANAGEMENT
- People Analytics – B
- Business Analysis – B
- Workforce Strategy -B
- Compensation Analysis - B

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

TOOLS
- *Tableau-I*
- *Qualtrics-I*
- *R Studio-B*
- *NVIVO-B*
- *Adobe Creative Suite-I*
- *Excel-E*

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**)
- 2016: Amongst Top 3 in Innovation Challenge, 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.
  - Conducted succession planning and recruitment for the student committee for upcoming year and nominated future student director.
- **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
- **Treasurer, Rotaract MSIT – Rotary International** (2016-2017).
  - Affiliated to Rotary International. **Led 150+ students to participate in 1000+ volunteering activities.**
  - Impacted lives by educating 50+ adults, invoking sex education drives, installing feminine hygiene devices, organizing free classes for adult literacy across correction homes among other projects.
  - Awarded Best Club for 2016-2017 and received **3rd best Treasurer in RID 3291.**