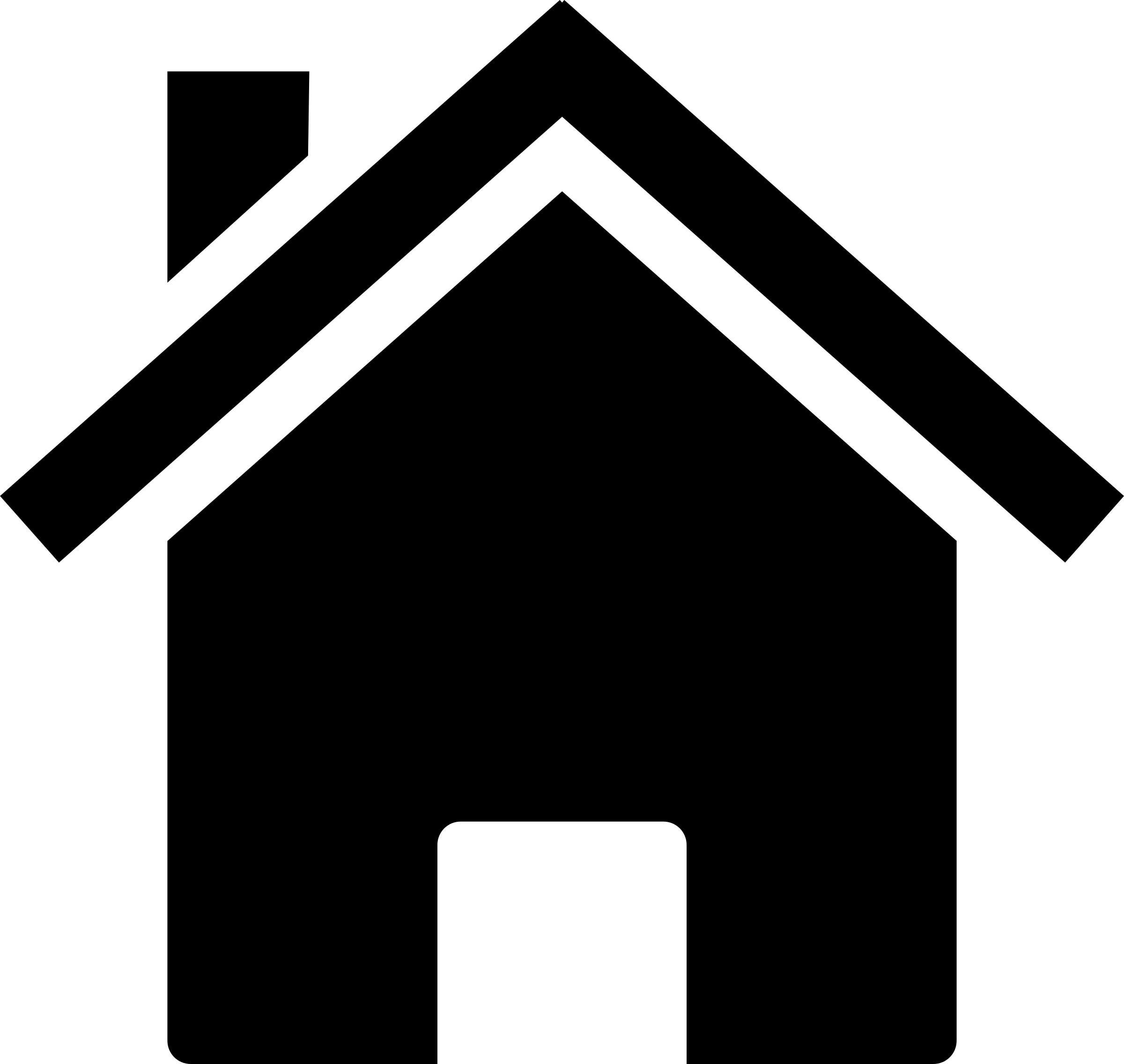
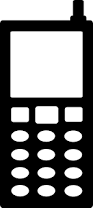
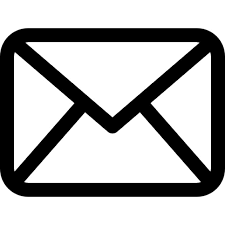
Contact

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Competencies

* Implementation experience in MS-SQL, .Net and other reporting tools.
* Analytics & Business Intelligence and Reports & Dashboard
* Business Process Re-engineering.
* Process Automation
* Performance Management
* Database Engineering
* Business Development & Strategic Planning
* Business Process Optimization
* Team Management

**Career Path**

**Sr Engineer –**

**Programmer Office Support, HR Functions**

**HCL Technologies** **Oct’ 2011 - Present**

* Key member of **‘HRSC Compliance Group’**, instrumental in automating the Audits, reporting and Dashboard using SQL server.
* Handling ‘Offer Making Compliance Team’ of 4 team members.
* Reviewed multiple In-house tools, HR applications: Carved out logic for **Process Enhancement** and implemented changes to increase management visibility and better management control systems with business intelligence.
* **Data preparation and validation of around 15 internal processes within “HRSC Compliance Group”** which includes critical pay out related processes and candidate background checks processes to produce optimum results.
* **By** introducing **Automated Solutioning** with available basic tools, successful in saving **USD 2,25,000 in FY17 for HCL ‘Employee Referral Reward’** by optimally implementing the ‘Compliance Checks’ as per organisational policy.
* Manage and update crucial/confidential data of **Employee Hiring, Candidate referral, BGV, SSD, HR Compliance, Performance Management and Rewards** data of employees.
* Publishing multiple **Management Dashboards** for complete Offer – Joining cycle and instrumental in implementing adhoc reporting and BI requirements.
* Implement various new tools for **Audit (Using SQL Server).**

**Professional Summary**

**Analytics & Business Intelligence, Business Process Re-Engineering and Solution Expert** with over 6 years of diversified experience with client and project management. Proven track record of cost optimization and received several client and customer recognitions. Thrive for excellence with **“Can Do Approach”.** Deft in process re-engineering to enable optimised resourcing models.

* Proficient knowledge of **Data warehousing, extraction, loading and transformation(ETL).**
* Robust skills in **SQL development**
* Comprehensive knowledge of **SQL reporting(SSRS) & Analytics.**
* Great expertise in processing **data and flowcharting techniques.**
* Expert in **Database Structures, principles, theories and practices, HR functions, Business Process Re-engineering, Business Process Automation, Performance Management, Analytics and Team management.**
* Management of all the stages of **Software Development**
* Development and production support of **Web-based applications in ASP.NET**
* Excellent understanding of **CSS, one view, Salesforce and application support.**

***Key Achievement:***

* **Continuous 5 years Outstanding Performance Awards (O5)** and **received BT VIP Award** from **British Telecom (for cost cutting)** in HCL Technologies.
* **Conversion of Entire Excel based manual process to SQL based automated process: Reduction in 80% of manual intervention.**

Vebhav Pathak

**Academics**

* + **Bachelor of Technology (Information Technology)** from Hindustan College of Science & Technology, Mathura affiliated to U.P.T.U. Lucknow with 66.0% marks in 2011.
  + Intermediate from U.P. Board in year 2006.
  + High School from U.P. Board in year 2004.

**Projects & Key Assignments**

1. **HCL Technologies Corporate Global HR**

Description: - Corporate Global HR includes Core HR Processes across all GEOs which are currently managed by **Enabling.**

* + **Synchronization of variant Data Sources** to generate Reports and Dashboards.
  + Implementation of Audit Tools using **SQL Server 2008R2, SSRS, SSIS and SSMS, MS Office 2013/2016:**
* ***ER Referral Pay-out Tool & Policy Mapping***
* ***Offer Release Automation***
* ***Offer Validation Tool***
* ***Compliance/Non-Compliance Checker***
* ***BGV Cycle Time***
* ***Panellist Empanelled Checks***
* ***Talent Supply Chain (TSC)***
* ***Internal fulfilment***
* ***Recruitment Compliance***
* ***Seating Optimization Cell (SOC)***
* ***Performance Management***
  + Work Duration: - **4 Years** (June’14 to till date)

1. **British Telecom Application Support**
   * Client: - **BT (British Telecom UK)**
   * Description: - **Application Support** to BT Application, One view, Adder, CSS and maintain the database using SQL Server and other BT tools (CSS).
   * **Technical Specification** to Service providers as per database for installing and upgrading the BT line and BT Broadband.
   * Entitled as **Team Coach** for managing the resources and productivity of the team.
   * Provision of **Out of Box Technical Solutions**
   * **Automation of Manual Functions**: Engineer Appointment, Reports, and Order issuing using CSS macros
   * Provision of **Technical solutions** through **Automation adhering Quality Standard.**
   * Key Skills used: -**SQL Server 2008 R2, CSS, Microsoft Technologies, BT Tools.**
   * Work Duration: - **1 Years (May 2012 to June 2014)**
2. **HRMS/Training**
   * **Client: - HCL(hclbpo.net)**
   * Description: - **Hclbpo.net is an In-House System of HCL Technologies, used for Employee Management, HR Management and Project Management.**
   * Enhancement of Existing Modules and Addition of new robust Modules.
   * Worked on **Employee Management and HR Management as an Engineer Trainee.**
   * Key Skills Used: **- Asp.Net 3.5, SQL server-2008, JavaScript**
   * Work Duration: - **6 Months (Oct’11 – April’12).**