

Profile Summary

- Data-driven **HR Analytics Specialist** with a **BTech & MBA (HR Development)** from **Delhi School of Economics**, bringing **5 years of expertise** in **HR data analysis, workforce planning, and strategic HR optimization** across **E-commerce, IT, Insurtech, and FinTech** sectors.
- Transforming complex HR data into **real-time dashboards and actionable insights**, enhancing **data-driven decision-making, governance, and HR process automation**.
- Driving **Talent Intelligence, Predictive Analytics, Performance Optimization, Total Rewards, and HR Transformation** to improve workforce efficiency, retention, and business impact.

Key Skills

- **HR Data Analytics & Visualization:** Advanced Excel, SQL, Power BI, PowerPoint, Data Storytelling, Interactive Dashboards, Business Intelligence (BI) Reporting
- **HR Metrics & Predictive Analytics:** Workforce Analytics, Data-Driven HR Strategy, Predictive Modelling, Trend Forecasting, Cost Optimization, Productivity Metrics
- **AI-Powered HR & Process Automation:** HR Tech Stack (Zoho, GreytHR, Keka, SAP SuccessFactors, Workday), HR Process Automation, Digital Transformation
- **Talent Intelligence & Workforce Strategy:** Workforce Planning, Recruitment Analytics, Talent Market Insights, Succession & Capability Planning, Internal Mobility
- **Performance & Rewards Optimization:** Performance Analytics, Total Rewards Strategy, Compensation & Benefits Benchmarking, Employee Experience Analytics, Learning & Development Insights
- **HR Data Governance & Risk Management:** Data Integrity & Compliance, HR Audit & Risk Analytics, People Data Security, Policy Optimization
- **Organizational Transformation & Change Management:** Strategic HR Transformation, Agile HR, Continuous Improvement, Change Readiness, Business Alignment

Work Experience

Career Break (June 2024 – Present | Personal Leave)

- Took a temporary break to manage family responsibilities following the loss of my father.
- Currently seeking opportunities to leverage my HR Analytical expertise and drive business-aligned HR strategies.

HR and Business Consulting (Jan 2024-Jun 2024)

Clients: Storey Tellers LLP, Decision Algo, Soluperts & other startups

- Optimized workforce and reduced **manpower costs by 30%** through employee referrals and workflow restructuring.
- **Implemented Keka HRMS**, streamlining payroll and automating key HR processes for enhanced efficiency.
- Executed L&D programs and engagement initiatives, significantly improving employee satisfaction and retention.
- Partnered with **founders at Storey Tellers**, implementing process improvements that **saved 3–7% in revenue**

Manager-HR (Sep 2021 – Dec 2023)

NeolInsurance (www.neolinsurance.co.in), Delhi

- Led **analytics-driven workforce transformation** during a strategic shift from B2C to B2B and the **acquisition of LifeFront Cover Pvt. Ltd.**
- Designed **real-time HR dashboards** using **Power BI, HRMS, Google Sheets, and Excel**, providing **workforce insights, cost optimization, and performance metrics** to leadership.
- Collaborated with **founders & business leaders**, using analytics to optimize **talent strategy, skill development, performance assessment, and compensation benchmarking**.
- **Scaled workforce by 230%** using data-driven hiring strategies, optimizing **sourcing, succession planning, and vendor management**, reducing **time-to-hire & costs**.
- Conducted **employee satisfaction surveys and 360° feedback**, leading to targeted engagement initiatives and increased retention.
- **Redesigned the exit process**, conducting **data-driven attrition analysis**, providing actionable insights to mitigate turnover.

- Received the **"Rock Star Employee Award"** from the **Founder and CEO** for excellence in **merger integration, and organizational transformation**.

Assistant Manager- HR (Jan 2020 - June 2021)

Limeroad (www.limeroad.com), Gurgaon

- Developed **data-driven workforce models**, optimizing manpower costs, productivity, and restructuring strategies during COVID-19.
- Designed **real-time HR dashboards and reports using MS Excel, PowerBI and PowerPoint** delivering insights on talent acquisition, workforce trends, compensation, and performance metrics.
- Led **quarterly satisfaction surveys using SurveyMonkey**, translating data into engagement strategies that improved **morale and retention**.
- **Spearheaded the implementation of Total Rewards, performance frameworks, and learning programs** via Zoho HRMS, driving enhanced **employee experience, engagement, and retention**.
- **Expanded the Support & Operations team by 2X in 25 days**, onboarded a **BPO partner** to achieve **25% cost savings**, and **built a new business vertical**, hiring **35 employees in 45 days** while launching a **customized onboarding program that reduced attrition by 15%**.
- Strengthened employer branding, increasing **Glassdoor ratings from 3.3 to 4.1**, and worked on **"Great Place to Work" certification project**.
- **Commended by CHRO** for **transformative HR analytics, workforce automation & strategic HR initiatives**.

Recruitment Consultant (June 2019 – Dec 2019)

Laksh Human Resources Private Limited

- Managed **end-to-end IT recruitment** for **15+ top-tier organizations & tech startups**, delivering **high-impact talent solutions**.
- Built **strong client relationships**, ensuring seamless hiring processes aligned with business needs.
- **Recognized as the 'Top Recruiter' for 3 consecutive months** for consistently delivering **high-quality candidates** and **meeting hiring deadlines**.

HR Internships

- **HRMS Implementation (Tata Advanced System Limited)** – 2-month internship in HRMS integration.
- **Training Needs Analysis** – 2-month project evaluating existing training programs.
- **Talent Acquisition (Lions Workforce Solutions Private Limited)** – 3-month freelancing project in talent acquisition.

Education

MBA (Human Resource Development), 2017-19

Delhi School of Economics, Delhi

Bachelor of Engineering (Electrical Engineering), 2010-14

University of Pune, Pune