

# Anwasha Deb

HR Associate

Well-qualified HR Professional with proven success in improving operations and solving problems. Highly proficient in building lasting relationships with key decision makers, customers, and team members to further company goals. Ready to leverage training and experience to take on new professional challenges.

## Work History

2025-03 -

Current

### HR Associate

*Apeejay Surrender Group, Hyderabad, India*

- Assisted in managing HR budget allocations, optimizing resources for maximum impact across various functions within the department.
- Contributed towards shaping company culture by actively participating in staff appreciation events, recognition programs, and team-building activities.
- Implemented efficient record-keeping systems, ensuring easy access to critical documents while adhering to data privacy requirements.
- Promoted open communication channels between employees and management, addressing concerns proactively to maintain high morale levels within the organization.

2023-12 -

2025-03

### HR Executive

*SarvHR Solutions, Hyderabad, India*

- Oversaw payroll processing, ensuring accurate payments while adhering to strict deadlines for submission.
- Managed employee recognition programs, celebrating individual and team accomplishments to encourage continued excellence in performance.
- Led performance management initiatives, setting clear expectations for employees and regularly monitoring progress towards goals.
- Generated and analyzed reports to monitor employee engagement and attrition trends.
- Implemented successful training programs, enhancing employee skills and productivity levels across the organization.

## Education

2025-04 -

**EXECUTIVE DEVELOPMENT PROGRAM IN**



## Contact

### Address

Hyderabad, IN 400076

### Phone

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### E-mail

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### LinkedIn

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### WWW

<https://www.linkedin.com/in/anweshaa-deb-0586a73a/>

## Skills

Strategic workforce planning



Organizational effectiveness planning



Job analysis



Accurate payroll execution



Labor law adherence



Current

## STRATEGIC HR: Human Resources Management

IIMVishakhapatnam - VISHAKHAPATNAM

- Business Strategies and HR Implications for Global workplaces
- Aligning HR with Corporate Strategy – Balanced Scorecard and HR Scorecard
- Competency Mapping – steps and procedures
- Forecasting Workforce Needs
- Training talent – tools and techniques
- Knowledge management in Learning Organizations
- Performance Management – the role of technology
- Fundamentals of Analytics - Types of data, statistical significance, types of variables, overview of various statistics analysis – chi square, ANOVA, T-test, multiple linear regression, logistic regression, factor analysis

2014-06 -  
2021-11

### Ph.D.: BIOTECHNOLOGY

PRESIDENCY UNIVERSITY - Kolkata, India

2010-07 -  
2012-07

### Master of Science: BIOTECHNOLOGY

PRESIDENCY UNIVERSITY - KOLKATA

2007-08 -  
2010-06

### Bachelor of Science: Botany

BETHUNE COLLEGE - KOLKATA

## Accomplishments


- Design a customized Performance Management System.
- Successfully setup shift management of 350 employees in a factory.


## Certifications


- 2024-01 Performance Management And Compensation Mangement
- 2024-04 Project Management Assessment
- 2024-11 Specialization In Compensation And Benefits

## Novel Writing, Painting, Dancing

- Co-Author of Unmasked Semblances.  
(<https://www.amazon.in/Unmasked-Semblances-Authors-Anecdotes-Reasons-ebook/dp/B08MB396YH>)
- Basic Diploma in professional photography from Calcutta School of Contemporary Photography.
- Junior Diploma in "Kathak" from Prayag Sangeet Samiti (Allahabad), Bangiya Sangeet Parishad, Kolkata Board and

Performance appraisal expertise 

Recognition program development 

Skill gap identification 

## Personal Details

**Date of Birth:** 17/05/1989

**Nationality:** INDIAN


**Marital Status:** Married

**Gender:** FEMALE

## Software

KEKA   
Upper intermediate

HRETE   
Advanced


AUTOMATE   
Upper intermediate

RAZORPAY   
Intermediate

## Languages

English   
Advanced (C1)

Hindi   
Intermediate (B1)

Bengali   
Bilingual or Proficient (C2)

- Diploma in "Rabindra Nritya" and "Indian Folk Dance" from Bangiya Sangeet Parishad .