

ISHA SOLOMON

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ABOUT ME:-

Highly motivated HR professional with 6+ years of experience in various HR roles , I have developed strong skills in employee relation, communication and have expertise in account & client engagement, Some of my Key competencies include business partnering ,employee counselling, Exit interviews, performance and reward management, Hands on experience in managing huge employee strength cross ROW & Northern American region.

CERTIFICATIONS & INTERNSHIP: -

- MS office skilled certified from SEI Academy of Computer Technology & Management-Jun-2013
- HR generalist certified from SLA consultants India-Aug 2016
- ELI India Pvt Ltd-Intern HR operation and-Oct 2016
- Business Intelligence basic from HCL technology –Mar 2023

WORK EXPERIENCE: -

June 2022- Till date- HCL Technologies Ltd -HR Employee Experience Partner (Noida)



- Develop and execute employee engagement strategies and programs to enhance employee satisfaction, motivation, and overall performance.
- Facilitate team-building activities, events, and wellness initiatives, employee webinars, e –newsletters, success stories, festival celebration to promote employee morale and work-life balance.
- Create a positive and inclusive work environment by fostering a culture of appreciation, teamwork, and open communication.
- Plan, develop, and conduct employee surveys, feedback sessions, and focus groups to gauge employee satisfaction, identify areas for improvement, and drive positive change
- Design and implement employee recognition programs to acknowledge and appreciate outstanding employee contributions, efforts, and milestones
- Organize and coordinate internal events, celebrations, and town-hall meetings to facilitate employee communication, interaction, and Fun engagement
- Collaborate with cross-functional teams to plan and execute activities such as festivals, annual day celebrations, and employee awards ceremonies.

Feb 2021-June 2022- Paisabazaar marketing and consulting private limited -HRBP (Gurgaon)



-First point of contact for Employees on all issues or any other teams needed.

-Design and execute the employees engagement framework (including employee Town hall, Reward & recognition, leadership connect, Fun@work) in line with engagement survey results for better retention and productivity.

-Responsible for all employee communication & grievances management, stay connected with employees and do regular 1-1 connect with critical cases and escalate risks. Ensure proper assimilation of the new joiners

-Drive performance management cycle comprising career planning, appraisal workshops & review. - Maintains knowledge of legal requirements related to management of employees, reducing legal risks and ensuring regulatory compliance. Partners with the legal department as needed.

Sep 2017-Feb 2021- IndiaMart Intermesh Ltd.- HR Business Partner (Noida)



-Responsible for onboarding and partnering with the recruitment team in hiring associates based on business forecasts and work on campus hiring branding initiatives.

-Ensuring constant connect with the employees and Business units by conducting one on one, team meetings, skip levels, floor walk, open houses and pulse check connects and publish RAG analysis .

-Drive performance management cycle comprising career planning, appraisal workshops review.

-Implementing HR activities like Rewards & Recognition, critical talent, succession planning, Implement employee surveys and engagement activities

-Provide MIS support for Attrition analysis, includes- analyzing Exit interview, observe trends, and highlight important aspects, prepare and publish dashboards.

EDUCATION:-

2016- BBA (CAM)- Maharshi Dayanand University- Rohtak

2019- MBA in Human Resources Management – Symbiosis-SCDL-Pune

2011 to 2013-Class X-XII (CBSE) St Joseph convent school–Faridabad

