



Soumya S

Human Resource Business Partner (HRBP)

Experienced HR professional with over 5+ years of experience delivering results in fast-paced and competitive environments. Possesses deep knowledge of HR programs with a proven ability to develop and implement initiatives that align with business objectives. Skilled in providing strategic guidance and support to managers on talent management, recruitment, compensation, promotions, and conflict resolution. Committed to contributing to the organization's success using my skills and knowledge while continuously learning and growing.

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📍 Bangalore, India

WORK EXPERIENCE

HR Business Partner Newfold Digital

01/2019 - Present

Bangalore

With progressive growth from an HR coordinator to the HRBP role, I have successfully handled a diverse range of HR responsibilities, encompassing employee onboarding and induction, engagement, learning and development, employee retention, and performance management. Currently, I serve as the HRBP for IT & Operations, Marketing, and Customer Support teams, providing support to a workforce of over 350 employees in the region.

Achievements/Tasks

- Provide strategic guidance and support to onshore and offshore managers on all aspects of talent management ranging from recruitment, compensation, promotions, conflict resolution, and more.
- Drive HR processes such as performance management, goal setting, employee engagement surveys, and performance improvement plans for the business units.
- Analyze HR metrics to identify trends and recommend interventions to improve employee morale and productivity.
- Maintain a pulse of employees through various mediums. Manage employee relations, provide coaching to managers and employees, and handle HR issues including conflict resolution and disciplinary actions.
- Drive employee engagement and foster a positive work culture by designing and implementing various engagement programs and recognition initiatives tailored to the function's needs and objectives.
- Collaborate with Centers of Excellence (COE) to design and deliver customized HR programs, aligning them with the specific needs and objectives of the business, ensuring a strategic approach to talent management and organizational development.
- Support organizational change initiatives, facilitating smooth transitions, and promoting employee adoption and acceptance of change.

HR Executive

Jenesys Technologies

01/2018 - 12/2018

Bangalore

Achievements/Tasks

- Managed the complete employee lifecycle, encompassing seamless onboarding, impactful induction, efficient operational activities, engaging employee initiatives, and effective exit processes.
- Responsible for accurate record-keeping and served as a point of contact for policy interpretation and employee counseling.
- Manage admin and office operations, including housekeeping, vendor management, and inventory, to maintain a well-organized workplace environment.

EDUCATION

Master of Business Administration (MBA) : HR University of Calicut, Kerala

06/2015 - 06/2017

B.tech (EEE)

University of Calicut, Kerala

2007 - 2011

SKILLS AND PROFICIENCIES

Remote and Onsite Proficiency: Expert in managing HR processes in both onsite and virtual work environments, effectively navigating the challenges of each to ensure seamless operations and drive organizational success.

Communication and Relationship Building: Strong interpersonal and communication skills to build effective relationships with stakeholders at all levels of the organization.

Proficiency in Microsoft Office Suite and Graphic Design Tools such as Canva, Constant Contact for creating impactful and visually appealing business collateral and presentations.

HR Systems and Tools: Proficiency in utilizing HR systems and tools such as Workday, HRIS, etc. for managing employee data, HR processes, and reporting.

Continuous Learning: Actively seeking opportunities to stay updated with industry trends, emerging HR practices and policies, and professional development to enhance HRBP competencies.

ACHIEVEMENTS

Succession Planning

- Supported the VP L&D in implementing a succession planning framework in Workday, which assesses performance and potential, plots reviewees in the 9-box grid, identifies readiness, and creates a pipeline for critical leadership roles.

Implemented Market Compensation Correction

- Conducted a thorough analysis of market benchmarks and internal compensation structures. Collaborated with business leaders to gain buy-in, and successfully implemented market compensation corrections, resulting in improved employee satisfaction and retention rates.

Designed gamified virtual Onboarding Process

- In response to the transition to a remote work environment, developed and launched a gamified virtual onboarding and induction portal to provide a seamless and engaging employee experience from day one to the first 90 days. Effectively administered the program, leading to increased engagement and satisfaction among new hires.

KEY SKILLS

Employee Relations

Communication

HR Business Partnering

Coaching and Mentoring

HR Administration

Data Analysis and Metrics

Employee Engagement

Talent Management

R&R

HR Policies

HRIS and Systems