



PROFILE SUMMARY

Results-driven and strategic HR with over 15 years of experience in developing and implementing human resource strategies to drive organizational growth and employee satisfaction. Proven expertise in talent acquisition, performance management, employee engagement, and HR policy development. Skilled in fostering a positive workplace culture and aligning HR practices with business objectives. Certified in Advanced Strategic Human Resources Management from IIM.

VENKATESH BANDLA

HR MANAGER

Hyderabad, INDIA

15 Years of experience



(+91) 8686896896



bandla.venkatesh1@gmail.com

WORK EXPERIENCE

HR Manager

Conscendo Technologies

Apr 2023 - Present

HR Leadership & Strategic Management:

Leading HR strategies aligned with business objectives to drive growth and innovation. Successfully implemented workforce planning, talent management, and succession planning to ensure a strong leadership pipeline. Enhanced organizational performance and employee satisfaction through best practices and continuous improvement initiatives.

Talent Acquisition & Management:

Designed scalable recruitment processes to attract top talent in Salesforce, Cloud, AI, and Software Development. Led senior-level hiring, campus recruitment drives, and diversity hiring initiatives to build a high-performing workforce. Reduced time-to-hire and enhanced candidate experience through streamlined processes.

Employee Engagement & Culture Building:

Cultivated a positive work environment with engagement initiatives like Fun Fridays, festivals, sports events, and recognition programs. Improved employee satisfaction through feedback mechanisms and open communication. Fostered a culture of collaboration, innovation, and continuous learning.

Performance Management & Development:

Developed performance appraisal systems aligning individual goals with business objectives. Designed learning and

development programs to enhance skills and leadership capabilities. Implemented mentorship and coaching initiatives for career growth.

Compliance & Policy Framework:

Ensured compliance with labor laws, statutory regulations, and company policies. Regularly updated HR policies to maintain a transparent and fair workplace.

Compensation & Benefits Management:

Oversee compensation structures, including salary benchmarking, bonuses, and benefits. Ensured consistency and equity across various levels of the organization.

HR Analytics & Reporting:

Leveraged data-driven insights to enhance hiring processes, engagement, retention, and productivity. Created HR metrics dashboards to monitor KPIs and guide strategic decision-making.

Vendor & Stakeholder Management:

Collaborated with vendors for digital marketing, recruitment, and training. Maintained strong relationships with leadership, department heads, and external partners to achieve HR objectives.

Crisis Management & Conflict Resolution:

Provided guidance during organizational changes and restructuring. Resolved grievances and managed disciplinary actions with professionalism.

Employer Branding & Talent Marketing:

Partnered with marketing teams to boost employer branding via social media, testimonials, and digital campaigns. Showcased company culture and achievements to attract high-quality talent.

HR Budget Management:

Managed budgets for recruitment, training, engagement, and benefits. Optimized HR spending without compromising employee experience.

Continuous Improvement:

Promoted a culture of continuous improvement by evaluating HR processes and implementing innovative practices to remain competitive.

Associate Manager - HR

Prowess Software Services

Jul 2021 - Apr 2023

Managed end-to-end recruitment, employee engagement, performance management, compliance, HR operations, employee relations, training, and HR initiatives to enhance productivity, retention, and adherence to company policies. Handled 400 employees as point of contact for end to end HR functions.

Senior HR Executive

Prokarma Softech

Jan 2018 - Jul 2021

As a Senior HR Executive, I manage talent acquisition, employee engagement, performance management, compliance, HR operations, training, and employee relations to enhance productivity and satisfaction. I streamline recruitment,

onboarding, and diversity hiring, ensuring a positive candidate experience. I implement engagement initiatives, conduct surveys, and promote a collaborative work culture. I oversee performance appraisals, identify skill gaps, and support learning programs. Ensuring compliance with labor laws and company policies, I handle grievances professionally. I manage HRIS, prepare reports, and support payroll accuracy. Through training coordination and vendor management, I optimize HR processes. I drive continuous improvement by evaluating HR practices, enhancing employer branding, and leveraging analytics to guide decision-making. My efforts contribute to employee satisfaction, retention, and overall organizational growth.

Senior HR Executive

Selectsys India

Aug 2017 - Jan 2018

Handled recruitment, onboarding, employee engagement, performance management, policy compliance, HR administration, employee relations, training coordination, and HR reporting to support organizational goals and improve employee satisfaction.

HR Executive

Pyro Networks

Mar 2014 - Aug 2017

I handle recruitment, onboarding, employee engagement, performance management, compliance, HR administration, and training coordination. I manage end-to-end hiring processes, ensuring smooth candidate experience and timely onboarding. I implement engagement activities, recognition programs, and feedback mechanisms to boost morale and productivity. I assist in performance reviews, support learning initiatives, and maintain accurate HR records. Ensuring compliance with labor laws and company policies, I address employee queries and grievances professionally. I collaborate with payroll teams for accurate processing and prepare reports to support data-driven decisions. My efforts contribute to employee satisfaction, retention, and seamless HR operations.

HR Associate

Sheraton Hotels and Resorts

Nov 2007 - Mar 2011

I manage onboarding, employee engagement, compliance, training coordination, and HR administration. I support hiring processes for various roles, ensuring a seamless candidate experience and efficient onboarding. I organize engagement activities, recognition programs, and feedback systems to enhance employee satisfaction and productivity. I assist in performance evaluations, facilitate training sessions, and maintain accurate HR records. Ensuring compliance with labor laws and company policies, I address employee concerns professionally. I collaborate with payroll teams for accurate salary processing and prepare reports to support decision-making.

KEY SKILLS

- Employee Engagement
- Performance Management System
- HR Analytics
- HR Budgeting
- Employer Branding
- Talent Acquisition
- Legal Compliance
- Team Management
- Strategic HRM
- Immigration

CERTIFICATION

- Advanced Strategic HR Management Certification - IIM
- Generative AI for HR

LANGUAGES

English
Hindi
Telugu
Tamil

SOCIAL LINKS

<https://www.linkedin.com/in/venkatesh-bandla-bb35a392/>

EDUCATION

2013

MBA/PGDM - HR/Industrial Relations
Osmania University

2007

B.B.A/ B.M.S - Management
Alagappa University