

# Dr. Divya Sainath

Manager, Human Resources

## **WORK EXPERIENCE**

*(12 years in HR, 14 total)*

### **Ocwen Financial Solutions Pvt. Ltd.**

#### **Compensation and Benefits**

**(Nov'20 onwards)**

- As the APAC compensation and benefits leader responsible to design and execute the C&B strategy that helps the company in talent acquisition and retention
- In-charge of benchmarking and advising on C&B data
- Educating and advising US leaders on C&B matters in APAC
- Collaborating within HR, Finance, and other departments
- Staying up to date with regulatory and innovative market trends
- Cost control and vendor management

#### **Human Capital Planning: Talent Review and Succession Planning**

**(2013 onwards)**

- Managed Talent Review and Succession Planning for senior leaders
- Completed, Talent review of over 100 manager level employees and succession plan for over 50 positions made available in recent years. Job rotations and expansions at senior levels have been implemented

#### **HR Automation**

**(2015 onwards)**

- Lead multiple projects for HR automation, including talent & performance modules of Oracle Fusion HCM

#### **HR Analytics**

**(2017-Nov'2020)**

- Managed the HR reporting and analytics team, with global delivery
- Initiated collaborative review of metrics, leading to enhanced action steps
- Developed the team on a statistical and mathematical approach to reporting
- Streamlined reports and reduced redundancies by 32 reports

#### **Management Development Program & Management Internships (2015-2018)**

- Managed the Management Development Program & Management Internships programs. Including Campus relations, recruiting, onboarding, reviewing assignments & performance, and placement of graduating candidates

#### **HR Advisor**

**(2013-2015)**

- **HR Advisor for Mumbai CCC**
- Instituted regular open house meetings
- Streamlined the counseling approval process for the department, reducing the employee impact
- Proposed new changes to the HR leadership, which were an initiator for changes in team design

### **Firstsource Solutions Ltd.**

**Assistant Manager-HR**

**June '11- June '13**

#### **Attrition Management**

- Focus on reduction in attrition during the early employee life-cycle or the training phase
- Analysis of trends in attrition patterns resulting in identification of key profile, performance and spatial characters defining the attrition propensity. Increased Employee Engagement, **voluntary attrition dropped by 30.8% YoY.**



