**Amar**

**Email** : amar.374993@2freemail.com

**Objective**

Seeking an exciting and challenging assignment as HR Business Partner, HR Generalist/Operations with an Organization of high repute.

**Summary**

* An incisive professional with over 7 years of extensive experience in Business Partner HR and HR Generalist role.
* Associated with GlobalLogic India Ltd., as Senior Associate- HR from November 2009 to October 2016.
* Extensive background in HRBP affairs, exposure in HR policies, Performance Management & Appraisal, Change management, Employee Engagement (audits and initiatives), Competency mapping and Learning and Development.
* Effective communicator & team leader with strong analytical, problem solving & organizational abilities; a flexible and a detail oriented attitude.
* Hands-on experience in dealing with Sr. Leadership & higher management and contributing in resolving issues arising at work-place.
* Seize good management skills and aptitude to perform under pressure.
* Coordinate training needs assessment & participates in effective execution of training activities.
* Basic knowledge of UAE labour laws.

**Education**

* PGDBM from ACCMAN Institute of Management, India in 2008.
* BBA from Apeejay Institute of Technology and Management, India in 2006.
* Class XII from DAV Centenary Public School, India in 2003.
* Class X from DAV Centenary Public School, India in 2001.

**Work Experience**

**Nov’09 to Oct’16: GlobalLogic India Ltd, Noida, India as Senior Associate-People Development**

About The Organization:

GlobalLogic combines cross-industry expertise and experience with market-defining customers to make connections between makers and markets worldwide. We’ve gained unique insight from working on innovative products and disruptive technologies that we share with business leaders, showing them how strategic research and development can become a tool for managing their future.

It has created a network of global innovation hubs in the US, UK, India, Ukraine, China, Poland, Slovakia & Argentina that involve more than 10,000 of the brightest & most innovative software minds.

**Competencies**

* Manage overall HRBP support and initiatives for delivery team (around 400 employees) for assigned group at location level.
* Regular interaction with business heads on employee issues, HR initiatives and support required.
* Manage Attrition Analysis and HR Dashboard at country level.
* Ensure regular connect with the employees and resolve their grievances/issues and queries as per HR policy guidelines. Conflict management and resolution whenever required.
* Partnering with the Delivery heads and Project managers to meet the project delivery deadlines by providing right HR inputs, solution and services.
* Organize Reward & Recognition and Town-hall program for Noida location.
* Support in identifying performance gaps and PIP cases.
* Assimilation Interview, One-on-One meetings with the employees and skip level meetings with the BU heads/Directors.
* Track Employee Risk Reduction (ERR) trend of the employees and doing the RAG analysis.
* Coordinate with TA team for talent acquisition and maintaining required staffing levels and right talent inflow.
* Drive employee engagement initiatives, surveys, audits, HR effectiveness surveys and other interventions.
* Contribute in Performance Management System (Mid-year Review, Annual Appraisal and Normalization).
* Proactively identify people/ disciplinary issues and ensure timely resolution of same.
* Capability & Culture building by training and development initiatives in coordination with L&D.
* Share Newsletter with the resources, project managers and with the entire BU.
* Conduct Retention interview of the resigned resources.
* Manage organizational changes, role changes, restructuring initiatives.
* Process improvements and re-engineering of internal processes.

**Highlights:** Received Milestone Achiever & Special recognition Award and many appreciations from Manager and Stakeholders for the quality of work done and my contribution.

**Memberships & Interests**

* Travelling Places, Adventurous road-trips and River Rafting.
* Playing cricket, Pool and other games.
* Contribute in annual Fest and other events in the company.
* Listening to music.
* Mentoring the team-mates working under/along with me.
* Had been the active member of Placement Committee of the Institute.
* Had been the Captain of the school Cricket Team and Volley Ball Team.
* Received certificates and appreciation during schooling and graduation in various sports activities.

**Personal Details**

Date of Birth: 25-AUG-1985

Languages Known: English and Hindi

Nationality: Indian

Visa Status: Visit Visa

Validity: January 2018