

Deepanjan Sinha

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Location - C.R.Park, New Delhi

LinkedIn - <https://www.linkedin.com/in/sinhadeepanjan/>**Summary:**

HR Generalist with close to 4 years experience across multiple verticals of HR.

Work Experience:**Moolchand Healthcare, New Delhi Deputy Manager – HR (May 2021 till present)**

- Talent Acquisition, HR Operations, Payroll, Workforce Productivity, Young Leaders Program for Management Trainees, On-boarding Digitalization project, Bitrix24 Collaboration, CRM, Contractors Management

Jindal Stainless Limited, Hisar Associate Manager – HR (April 2018 till May 2021)

- **Digital Platforms** – SAP HCM, SAP Successfactors (RCM, ONB, EC, LMS, PMGM, and JAM), and Portals for Query Handling, Suggestions, Employee Leaving Process, and In-house training.
- **Employee Development** – Training Management, Learning Feedback & Effectiveness, Business Impact, Employee Skill chart and competency Mapping, E-Learning, Knowledge Sharing, New hire Induction.
- **Talent Acquisition** – Profile Sourcing & Screening, Lateral and Campus hiring, Negotiation and Offer.
- **Talent Management** – Support IDPs, Job Rotations, Organisation Structure mapping, Manpower planning & deployment, Talent Pipeline Management.
- **HR Operations** – Pre joining engagement, On-boarding, Tax saving, health & education policy related benefits, Skill Development & Operating Allowance, HR Budgeting, Reimbursement processing.
- **Rewards & Recognition** – For outstanding performers across multiple categories.
- **Cross functional Engagements** – Track & Support Cross Functional Projects for Manpower Optimization, Resource Planning, Profitability enhancement, Innovative Culture, Joint practice Sessions.
- **People Connect** - Employee participation & engagement initiatives
- **Performance Management Systems** – Support the PMS cycle.

Kosan Industries Pvt. Ltd., Surat, Mechanical Engineer (July 2013 to May 2015)

- Production, Operations, Maintenance, Supply Chain Management, Quality Management Systems.

Education:

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| eMDP – HR Management & Analytics, IIM Kozhikode | 85.0% | 2021 |
| MBA – HR, FORE School of Management – Delhi | 79.0% | 2018 |
| B.Tech (Mechanical), Jaypee University of Engg. & Technology, Guna | 77.0% | 2013 |
| Class 12 th , DPS Mathura Road-Delhi | 86.4% | 2009 |
| Class 10 th , DPS Mathura Refinery, Mathura | 89.6% | 2007 |

Certifications:

- Certified HR Manager by Vskills.in
- Managing Talents by Nanyang Business School, Singapore
- Strategic Human Resources by LinkedIn Learning
- Succession Planning by LinkedIn Learning
- Human Experience Management (HXM) by OpenSAP
- Hire to Retire process in the Intelligent Enterprise (Basics) by OpenSAP
- Talent Management best practices with SAP Successfactors by OpenSAP

Projects:

a) **Institution:** Indian Institute of Management, Kozhikode

Course: HR Management & Analytics

Topic: Impact of Career Growth & Progression on Overall Workplace Satisfaction

b) Organisation: Jindal Stainless Ltd., Hisar

- **Building Manufacturing Capabilities** - Effectiveness and ROI of niche programs, Plant based Skill Upgradation program, mapping training effectiveness with Business Parameters.
- **Connecting with People: The New Normal** - Proposing and driving alternative communication, interaction and employee engagement channels, countering the pandemic impact as per the new normal.
- **Thinking Aloud in the VUCA World** - Formulation and monitoring of the cross functional teams to work on innovative ideas and alternative business plans with limited capital inflow.
- **Manpower optimization through Technology** - Coordination with different departments to analyse the areas to improve, digitize and automate to optimize manpower.
- **Alternative Sources of L&D** - Driving the E-Learning and virtual interactive learning platforms (in house and external) down the line to promote flexibility to self development by employees and countering pandemic impact of social distancing.
- **Inter Plant/Unit Experiential Learning** - Learning and observations of processes and technology in other plants of same company, Effectiveness of the learning and observations in existing day to day processes.

Skills:

Recruitment, Training, Payroll, Organizational Development, Talent Management, Performance Management System, SAP Successfactors, SAP-HR, Bitrix-24, Online Learning, E-Learning, Manpower Planning, On-boarding, Induction, HR Operations, HR Budgeting, Compensation & Benefits, Rewards & Recognitions, Employee Engagement, MS Excel, Data Analysis, MS Office, Tableau Basics, CRM

Hobbies:

- Vocal Music, Percussions Instrumental Music, Beat boxing
- Prabhakar in Music (Tabla) from Prayag Sangit Samiti, Allahabad
- Winner in Vocal & Instrumental Music competitions in Cultural Fests of IIMs, FMS Delhi, IIFT & other Interschool/university events.
- Travel