

PROFILE : TOTAL REWARDS and C & B ANALYTICS.

Total Rewards & HRIS professional with over 10 years of experience, and Masters in Human resources and Bachelors in Statistics and Economics. Review, Design, Implement and communicate Compensation, Reward & Recognition programs through a robust analysis of market data and business direction. Expertise in defining HR metrics and establishing insights. Proficient managing multiple HR System Implementation and *3 Large Merger Integration*.

Core Competencies: Total Rewards –Incentive plan Design – Sales compensation - Equity Compensation.
Job Analysis (Point Factor) –Organization design– Change management -Performance Management
HRIS Strategy - HRIS Implementation-HR Reporting, Metrics & Analytics-Vendor Management.

PROFESSIONAL EXPERIENCE.**Equitas Small Finance Bank, Chennai, TN (Employees – 14,000)****Dec 2017- Mar 2019****Deputy Vice president - Total Rewards and HRIS.**

- Drive, develop and implement rewards philosophy and practices in line with the business direction while ensuring alignment with overall organization vision.
- Analyze effectiveness of skill & retention pay plans and driving future retention pay plans such as LTI, ESOPs, Phantom Stocks, and etc.,
- Design & Manage hiring Grids, ensuring internal as well as external parity by benchmarking cycle across geographies.
- Support implementation of Organization structure by identifying functional competencies for roles.
- Responsible for Full Suite Implementation of SAP Success Factors that involves Payroll, Recruiting, On-boarding, Employee Central, JAM, Recruitment Marketing, Performance and Goals Management, SAP BI - Reporting and Analytics.
- Define HR metrics for individual processes and built reports in SAP BI Reporting to publish analysis and Dashboards for Senior Leaders & Board.

Project 1: Automated and Implemented HR Query management system via an Ask HR tool to track all the employee Lifecycle related queries starting from On-boarding to Exit with a well-defined SLA/escalation matrix.

Project 2: Lead Job Evaluation for all Regional and above positions to establish relative Value within the Bank.

Project 3: Implemented Positive Time Management for the bank to arrest Payroll Revenue leakage.

Kotak Mahindra Bank (Employees – 33000)**Sep 2015 – Sep 2017****Chief Manager –Total Rewards & HR System. (Merger Operations)**

- Design Salary & Incentive program for Sales force, and lead yearly appraisal & salary correction for the vertical.
- Conduct C & B and EVP benchmarking surveys to analyze, evaluate and recommend best practices and restructure Compensation Design and Employee benefits.
- Manage Re-engineering & Integration of acquired entity's HR processes of Recruitment, On-boarding, HR Administration, Employee self-service, Payroll Processing, Benefits and Incentive administration.
- Conduct Job analysis for new and existing positions to determine appropriate classification and salary levels.
- Train new HRBPs across the bank on Compensation policy & HR SLAs and handhold them in creating salary structure, Salary negotiation, and Exceptions.

Project 1: Implemented Recruitment process outsourcing there by reducing FTE No's from 120 process associates to 5 Associates and reduced the TAT of offer processing from 6 days to 2 days and cost reduction of Rs 600 /hire (Total hires in a month – 550) and increased favorable source mix.

Project 2 – Managed Manpower allocation and overtime administration during Demonetization, one of the biggest banking reforms in the Indian banking industry.

Mahindra& Mahindra (Employees count - 41000)**Nov 2012 - Sep 2015****C & B & HR Analytics Program Manager.**

- Design compensation and benefit systems, monitor the effectiveness of new and current programs, conduct benchmark survey to constantly remain competitive on Salary and incentive structure of sales force.

+1 -437-227-5399

Email: rajanmacid@gmail.com

- Restructure the Total rewards structure of the demerged entity to align Base pay, Performance pay (Long term & Short-term incentive), and ESOPs (phantom options) programs to that of commercial vehicle industry.
- Carried out Job Evaluation for DGM and above roles to establish Organization design for New businesses
- Administer and analyze Employee engagement surveys (Gallup) for the division to identify focus areas for intervention.

Project 1 – Centralized Career Management System for Mahindra Automotive group- Redesigned sales and service competencies to design self career management system for employees to design their career development program

Project 2 - Designed salary and incentive structure, jointly implemented by Dealer and OEM.

Developed and implemented, Customer Sales Demo System for dealer executives to ensure real time enlisting of new product launches and refreshed products in the Demo system.

HDFC BANK (Employees count - 80000)

May 2008 – Nov 2012

Product Manager / Compensation Analyst/HR Business Partner.

- Administer Compensation, Incentive (ESOP), and Bonus calculation for the bank. Assisted various benchmark studies to constantly revise the Internal Policies and remain competitive.
- Worked closely with different functions of the bank to develop function and role specific performance and Incentive schemes to maximize productivity and to minimize employee turnover.
- Manage complete compensation benchmarking cycle across geographies and designing salary ranges for all job families
- Worked in several new HR system Implementations, which require identifying and analyzing non-functional requirements such as system performance, usability, reliability, adaptability, security, legal and other operational aspects, also worked closely with HR shared service team in re-engineering the process to increase efficiency.

Project 1: Campus bench Marking exercise: An Pan – India Bench mark study to establish College tiering. Through which HDFC Bank hires 4000 Fresh graduates every year.

Project 2: Developed and published Exit Dash-board for the bank with employee propensity to leave the company.(Used regression and correlation model to predict employee propensity to leave the company)

SIGNIFICANT ACHIEVEMENTS & POSITIONS HELD

- Awarded Star award for completing the HR process migration in the shortest possible time.(45 days).
- Winner – “**Search for Strategist**” title – 2014 – Among 310 teams. Awarded cash prize by **Group MD – Dr. Pawan Goenka**. (Business case competition held across Mahindra group to spot best strategist)
- Rated the “Best performer of 2008 - 09” Campus Batch.
- Identified for Product Manager in Shortest span of time.
- Awarded by “Group Head HR” for Automation of HR process, (Transfers, Confirmation, and Offers) thereby significantly reducing TAT of individual process.
- **ISO process Champion**, successfully retained the certification for the year FY 2009, FY 2010 and FY 2011.
- Middle Earth certified HR analytics practitioner.
- Mercer’s certified internal job Evaluation practitioner.

TECHNICAL PROFICIENCY

- Business Analysis Tool – JIRA, MS Project, MS Visio, Tableau, Power BI & SPSS.
- Software Languages: SQL.
- ERP: Oracle EBS, Taleo, SAP Success Factors Business Suite, Oracle Fusion, People Soft.
- Proficient with MS Office Suite (Word, Excel (Macros), Power Point), MS Project. MS Visual studio 2008 & 2010.

ACADEMIC QUALIFICATION

MSW – HR	D.G. Vaishnav College – Chennai - India	2006-08
B.com- Finance	D.G. Vaishnav College – Chennai – India	2003-06