ARJUN MEHTA

SENIOR HR BUSINESS PARTNER

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PERSONAL STATEMENT

HR business partner with 12 years of experience, the last 6 partnering engineering and operations leaders in technology and global capability centres. Leads talent reviews, organisation design, workforce planning, compensation cycles and change programmes for client groups of up to 2,500 employees, using people analytics to guide decisions.

CORE SKILLS

- Leadership coaching
- Change management
- Influencing senior leaders
- Employee relations
- Data-led decisions
- Business acumen

WORK EXPERIENCE

Senior HR Business Partner, Engineering · Northstar Global Capability Centre Pvt Ltd, Gurugram — Jan 2021 – Present

- Partner the India engineering head and 14 directors for a client group of 2,500 employees, owning talent, rewards and engagement plans.
- Reduced regretted attrition from 17% to 10.5% in 2 years using exit and stay-interview insights, career frameworks and targeted retention budgets.
- Designed the organisation for 2 new product lines, adding 380 roles with clear spans and layers and an internal-mobility fill rate of 34%.
- Ran annual calibration and increment cycles in Workday for 2,500 employees within budget and with 96% manager completion on time.

HR Business Partner, Operations · Indraprastha Business Services Ltd, Noida — Jul 2016 – Dec 2020

- Supported 1,800 associates and 60 team leaders across 3 delivery centres in a 24x7 BPM environment.
- Introduced a monthly people dashboard on attrition, absenteeism and hiring that became the standard for site reviews.
- Led a first-time manager programme for 120 team leaders, improving their engagement-survey manager scores by 13 points.
- Managed sensitive employee relations cases, including POSH Internal Committee coordination and disciplinary enquiries.

HR Officer · Dhruv Engineering Ltd, Faridabad — Jun 2014 – Jun 2016

- Handled recruitment, onboarding and statutory records for a 700-employee engineering plant.
- Supported PF, ESIC and contract labour compliance during state labour department inspections.

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EDUCATION

MBA in Human Resource Management · Institute of Labour and Management Studies, New Delhi — 2012 – 2014
Grade: 7.9 CGPA

B.Com (Hons) in Commerce · University of Delhi affiliated college, New Delhi — 2009 – 2012
Grade: 70%

CERTIFICATIONS

SHRM Senior Certified Professional (SHRM-SCP) · SHRM — May 2023

SKILLS

HR business partnering | Organisation design | Workforce planning | Talent reviews and succession | Compensation cycles | People analytics | Workday | Power BI dashboards

LANGUAGES

English · Fluent | Hindi · Native | Punjabi · Conversational