

ISWARYA BALARAMAN

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PROFILE SUMMARY

Strategic HR Leader with 13+ years of experience driving organizational effectiveness and talent management within global technology and media sectors. Expert in aligning HR strategy with business goals, leading large-scale restructuring for 150+ employees, and fostering high-performance cultures. Certified in HR Analytics (CHRMP) with a proven track record of using data-driven insights (Power BI, SAP) to optimize workforce planning and employee engagement.

CORE COMPETENCIES

- **Strategic HR Operations:** Lifecycle management, policy implementation, and HRIS (SAP, SuccessFactors).
- **Talent & Performance Management:** Designing frameworks for career progression and goal-driven performance.
- **Change Management:** Leading workforce transitions, cultural transformations, and restructuring initiatives.
- **Compensation & Benefits:** Redesigning pay structures, job grading, and managing 100% accurate payroll/compliance.

PROFESSIONAL EXPERIENCE

MICROSOFT INDIA PVT. LTD.

Hyderabad, India

HR Services Advisor

Jun '15 - Mar '23

- Consulted senior leadership on people development and policy implementation to align with global business objectives.
- Spearheaded organizational restructuring for 150 employees, managing redeployment and maintaining engagement during transitions.
- Automated HR processes via DocuSign, significantly improving operational efficiency and compliance.
- Leveraged Power BI and SAP to forecast workforce needs and deliver high-accuracy HR reporting.
- Collaborated with global HR functions (Talent, Total Rewards, Employee Relations, and People Solutions) to deliver integrated programs across the employee lifecycle.

Key Impact: Strengthened leadership alignment, optimized people processes, and advanced a culture of trust and performance through strategic HR partnership.

SUN TV NETWORK LTD.
Senior Executive - HR

Chennai, India
Dec '10 - Jun '15

- Redesigned compensation structures and job grade frameworks to improve pay equity and morale.
- Collaborated with business heads to implement goal-driven management systems, fostering growth and accountability.
- Managed end-to-end payroll and benefits with 100% audit readiness and accuracy.
- Designed dashboards for turnover and performance metrics to drive insight-based decision-making.
- Facilitated onboarding and cultural assimilation programs to build engagement and strengthen employer brand.

Key Impact: Enhanced compensation governance, strengthened engagement, and improved organizational transparency through structured HR interventions.

SUTHERLAND GLOBAL SERVICES
HR Consultant

Chennai, India
May '10 - Dec '10

- Managed full-cycle recruitment for customer support operations, reducing time-to-hire by 20%.
- Administered benefits and compliance processes ensuring smooth HR operations.
- Championed employee experience initiatives that promoted collaboration and inclusion.

EDUCATION & CERTIFICATIONS

Certified Human Resource Management Professional (CHRMP) – HR Analytics | July 2024

MBA in Human Resources | Rai Business School | April 2009

TECHNICAL SKILLS

Tools: SAP, SuccessFactors, Power BI, DocuSign, HRIS Dashboards.

Functional: Workforce Planning, Employee Relations, Legal Compliance, and Change Management.