



Having completed a PhD in the Human Resource Management (HRM) field, focusing on "Productivity, Technology, and Employment Relations in the Indian Manufacturing Sector" from the Tata Institute of Social Sciences (TISS), Mumbai, I possess five years of professional experience in various roles. These positions include HR Officer at AkzoNobel India Limited, Gemini Communications Limited, Megha Engineering & Infrastructures Limited (MEIL), and Asian Paints Limited, as well as Assistant Professor at SREC Nandyal and Research Officer at TISS, Mumbai. I submitted my MPhil dissertation on "Wages, Productivity, and Social Security in the Indian Manufacturing Sector" in February 2019 from TISS, Mumbai. My research interests lie in the domains of HR Analytics, Talent Analytics, Workforce Analytics, People Analytics, Performance Analytics, Recruitment Analytics, and HR Metrics.

Educational Profile

- PhD. (HR&IR) at School of Management & Labour Studies, Tata Institute of Social Sciences (TISS), Mumbai ---- Year of 2023
- M.Phil. (HR&IR) at School of Management & Labour Studies, Tata Institute of Social Sciences (TISS), Mumbai----Year of 2019 with a CGPA of 7.5
- M.B.A. (H.R. & Marketing) at JNTUK, Kakinada----Year of 2014 with a 73.25%
- B.Sc. (Mathematics, Statistics & Computer Science) at Andhra University----Year of 2010 with a 74.6%
- Andhra Pradesh Board of Intermediate Education (Mathematics, Physics & Chemistry) ----Year of 2007 with an 86%
- Andhra Pradesh Board of Secondary Education----Year of 2005 with an 87.8%

Data Analytics/Research Methods Expertise

Framing the research designs of quantitative, qualitative, and mixed methods; survey designs; observations; interviews; focus groups; case studies; user-centred design techniques; statistical analysis of the data; building statistical models; hypothesis testing; interpreting the results; and deriving strategic insights and patterns to make the best-informed business decisions.

Linear regression, Multiple regression, Logistic regression, Ordinal logistic regression, Multinomial logistic regression, Analysis of variance (ANOVA), Correlation, Exploratory factor analysis, Social network analysis, Time series, Panel regression, k-nearest neighbors algorithm (k-NN), Sentiment analysis, Text mining, Hierarchical cluster analysis, Structural Equation Modelling, Naïve Bayes classifier, Factor analysis, Decision Tree, Path Analysis, etc.

People Analytics/HR Analytics/Workforce Analytics/ Talent Analytics/Performance Analytics/Recruitment Analytics, Data Science, HRIS, Data analysis & visualization, Tableau Software, R programming language, R Shiny, STATA, SPSS, NVivo, Atlas.ti, C, C++, Power BI Desktop