Contact

https://www.linkedin.com/in/pranti-gochhayat-9b107a170/

Top Skills

HR and Administration

Operations Management

Business Analytics,

Data Analysis

Languages

English

Hindi

Oriya

Phone: 7899811902

Email: kumaripranti@gmail.com

Pranti Gochhayat

HR and Operations

Pune, Maharashtra, India

Summary

Dynamic and result-oriented HR professional with 8+ years of experience driving end-to-end people strategies across domestic and international landscapes. I've successfully led large-scale hiring across levels—from volume recruitment to niche and CXO hiring— while aligning HR processes with evolving business goals.

Spearheaded HR consulting mandates across industries, delivering full-spectrum support in recruitment, performance management, compliance, and employee relations.
Designed and implemented coaching frameworks, engagement plans, and feedback systems that significantly enhanced morale, retention, and productivity across regions.
Proactively ensured compliance with labor laws in India and the UAE, serving as a trusted liaison with legal advisors and government stakeholders.
I bring a blend of operational expertise and strategic insight, with a passion for building future-ready teams and resilient people ecosystems.

I am currently looking to progress a career within the HR industry by joining an exciting and ambitious company that rewards ability and hard work.

Experience

BRILYANT IT SOLUTIONS

HR Operations and Admin

Nov 2020 - Present

Pune, Maharashtra, India

- Led HR strategy across India and Dubai, ensuring alignment with global HR policies, frameworks, and business objectives.

o Championed HR digital transformation projects, including HRIS optimization, automation of HR workflows, and real-time analytics dashboards.
o Managed cross-border recruitment and workforce planning, driving high-quality talent acquisition and strengthening employee branding.
o Ensured full compliance with labor laws and statutory requirements across India and the UAE; acted as key liaison with legal and government bodies.
Designed and executed employee engagement frameworks to improve retention and enhance workplace culture.
o Standardized and improved onboarding, payroll coordination, and HR operations
o Managed HRMS responsibilities across the branches
o Collaborated with compliance teams to ensure adherence to internal HR policies, industrial relations (IR), and labor regulations.
o IT recruitment across roles and levels, including bulk and niche hiring, ensuring high-quality and timely talent onboarding.
o Facilitated employee onboarding, training rollouts, and capability development programs aligned with business targets.
o Drove grievance redressal mechanisms and employee relations initiatives, maintaining a high trust and compliant work culture.

DEP (Detroit engineered products)

HR and Administrative Assistant
April 2019- Feb 2020
Bengaluru, Karnataka, India

Klay Saplings
Office Administrator, 2017 –2018

Whitefield, Bangalore

Science in Box

Customer Relations Executive and Office Assistant, 2016– 2017

AECS Layout, Brookfield, Bangalore

ICA (Institute of Computer Accountants)

Receptionist cum Office Administrator, 2014– 2015

Jamshedpur

Education

ABM College Jamshedpur,

B.com (Hons) Accounting

Ranchi University-2014

Certification

Pursuing HR Analytics from XLRI - Xavier School of Management Jamshedpur

Date: **Pranti Gochhayat**