

# Meghavarshini M G

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## PROVEN CORE COMPETENCIES

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- Managed end to end core HR responsibilities for a span of 350+ employees
- Excellent interpersonal and communication skills
- Employee grievance handling and skip level interviews
- Strong degree of ethics and integrity
- In-depth understanding of performance management
- Ability to come up with effective HR strategies keeping in mind the business requirements
- Ability to drive the recruitment & hiring for business
- Effectively ran HR initiatives in remote environments

## WORK EXPERIENCE

***Currently working as a Sr. HR (Business Partnering & Operations) at Rackspace Technology***  
*Since January 2021*

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### Key Responsibilities

- Ensuring uniformity in HR practices across business units
- Performance management
- Implementation of policy changes
- HR advisory to assigned business units of 500+ headcount
- Retention strategies for critical talent resources
- Working with managers and Global HR partners on other geographical locations such as UK, APJ, US
- Partnering in projects like resource management, Headcount budgeting etc.
- Employee engagement, Training need analysis, organization development
- Supporting 1000+ employees across business teams in the areas of employee engagement and HR Operations
- Formulate, administer, review, update and communicate HR Policies applicable for employees across different BUs from time to time.
- Handling payroll system and compensation administration. Compensation and Benefits includes payroll processing, administering benefits and compensation, handling the Annual merit increase process effectively.
- Work closely with management and employees to improve work relationships, build morale, and increase productivity.
- Coordination with global mobility team in case of international transfer requests. Act as a mediator in facilitating the entire process for the employee and the global hiring teams.
- Benefits administration

### ***Team Lead – HR at Morae Global.***

*August 2016 – December 2020*

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### Achievements:

- Managed end to end HR for 250+ employees
- Designed and implemented performance management cycle independently
- POSH certified member of ICC
- Had been a part of organization level changes – decision making and implementation
- Had been successfully working with different leadership teams

- Part of Business transfer/take over of business and successfully transitioned the entire process to the new business model from HR perspective

***Senior Associate – HR at Compassites Software Solutions***

*May 2015 – September 2015*

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***Senior Associate – HR at QSource Global Consulting Pvt Ltd***

*June 2012 – February 2015*

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***Associate recruitment at Emids technologies***

*October 2010 – May 2012*

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**EDUCATION DETAILS**

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- ❖ **MBA in HR from Mysore University passed in 2009**

**PERSONAL DETAILS**

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Date of Birth: 31 August 1986

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