

RAVI SHANKAR DESARAJU

HUMAN RESOURCE SPECIALIST



CONTACT

+91- 9985555099

ravi_raj8@yahoo.com

Hyderabad, India

linkedin.com/in/ravi-desaraju-1a878323

TECHINICAL SKILLS

- Payroll Management (India & US)
- HR Administration & Statutory Compliance
- Compensation & Benefits Management
- Training & Development
- Project Management & Analytical Problem Solving
- HR & Payroll Systems: SAP HR, Paylocity, Qandle
- Collaboration Tools: Asana
- Customer Support Tools: Zen Desk



PROFILE

Results-oriented HR Specialist with 15+ years of experience in HR operations, payroll management, recruitment, and team leadership across industries. Expertise in managing HR projects, optimizing payroll processes, ensuring compliance, and enhancing employee engagement. Proven entrepreneurial skills as a restaurant founder, driving operational efficiency and customer satisfaction. Skilled in stakeholder management and process optimization to achieve business goals.



WORK EXPERIENCE

HAPPY TUMMY HOTEL
Entrepreneur

APRIL 2022 TO PRESENT

- Managed all aspects of restaurant operations, including staffing, budgeting, customer service, and compliance with industry standards.
- Designed HR policies and recruitment strategies to hire and retain a skilled and motivated team.
- Oversaw payroll, employee benefits, and compliance with labor laws.
- Planned and executed strategies to improve operational efficiency, reduce costs, and boost revenue.
- Conducted staff training, performance evaluations, and career development initiatives to ensure team growth.
- Enhanced customer satisfaction by maintaining high service standards and addressing feedback promptly.
- Directed marketing efforts to grow brand visibility and attract new customers.
- Negotiated contracts with suppliers to ensure quality and cost-effective procurement.

HSBC
Manager – MENA Payroll Operations

MAY 2021 TO OCT2021

- Led payroll operations for the MENA region, focusing on optimizing processes and ensuring strict compliance with local regulations.
- Managed end-to-end HR-related changes for clients, providing continuous support for payroll system enhancements and driving operational improvements.

Ernst & Young (EY)

Assistant Manager – MENA Payroll Operations

OCT 2017 TO
APRIL 2021

- Managed HR projects for the MENA region, overseeing end-to-end payroll operations and the seamless setup of payroll for new clients.
- Led onsite operations for a six-month project with the Ministry of Public Health (MOPH) in Qatar, ensuring smooth HR processes.
- Ensured adherence to statutory compliance and worked closely with local offices across Dubai, Jeddah, Oman, and KSA to maintain HR standards.
- Managed recruitment, training, and performance appraisals, ensuring team members' professional growth and high-performance standards.
- Spearheaded the successful implementation of payroll systems using the RAMCO Payroll Tool, enhancing operational efficiency.

NON TECHNICAL SKILLS

- Recruitment & Team Management
- Stakeholder Collaboration & Communication
- Multi-Cultural Adaptability
- Employee Grievance Management
- Process Optimization
- Compliance Management
- Performance Appraisal Management
- Leadership & Team Development

INTEREST

- Reading
- Travelling

○	Accenture Solutions	DEC 2016 TO JUL 2017
	Human Resource Supervisor	
	• Managed a team of 20 professionals, overseeing global master data management and expatriate processes for international clients. • Ensured timely delivery of key deliverables, consistently meeting SLA timelines. • Addressed employee grievances effectively while maintaining strong stakeholder management to ensure smooth operations.	
○	HIL Ltd	MAY2015 TO MAY 2016
	Deputy Manager - Human Resource	
	• Coordinated and managed HR operations for 2000+ employees across 13 manufacturing locations in India, ensuring smooth HR processes. • Led recruitment, payroll management, and ensured statutory compliance, including timely payment of ESI, PF, and taxes. • Redesigned HR policies and implemented best practices in compensation and benefits programs to enhance employee satisfaction and retention.	
○	ADP India Pvt. Ltd.	MAY2008 TO MAY 2015
	Human Resource - Analyst	
	• Managed payroll processing for high-profile UK-based clients, including Burger King, The Blackstone Group, and Johnson Controls International. • Delivered end-to-end payroll processing using the SAP HR Platform and resolved employee queries through a CRM system. • Conducted recruitment, training, and performance appraisals, ensuring team development and alignment with organizational goals.	

ACHIEVEMENTS

- Consistently delivered exceptional performance throughout career, achieving recognition for driving operational excellence, meeting organizational goals, and exceeding performance benchmarks.



EDUCATION

○	Master of Business Management (Human Resource)	2012
	Kaizen School of Business Management	
○	Bachelor of Commerce	2006
	Osmania University	

DECLARATION

I hereby declare that the information provided above is true to the best of my knowledge and belief.