

EZHIL ARASAN M

HR STRATEGY & TRANSFORMATION | PEOPLE ANALYTICS | DIGITAL HR & AI

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PROFESSIONAL SUMMARY

HR strategy and transformation professional with 7+ years of experience across HR business partnering, operations, workforce analytics, and digital HR. Supports global Tech & Operations HRBPs across a 20,000+ employee environment. Combines HR domain expertise with hands-on development of AI-enabled applications, multi-agent workflows, and workforce decision tools. Builds solutions within Google Workspace and uses AI coding tools to translate people and business needs into working applications.

CORE SKILLS

HR Strategy & Workforce: Strategic Workforce Planning, Organization Effectiveness, Job Architecture, Performance Management, Succession Planning, HR Business Partnering

Transformation & Analytics: HR Transformation, Process Redesign, People & Workforce Analytics, Employee Experience, Workflow Automation, HR Data Governance

TECHNICAL SKILLS

AI Development & Automation: Codex, Claude Code, Multi-Agent Orchestration, OpenAI Embeddings API, Semantic Search, Retrieval-Augmented Generation (RAG)

AI Platforms & Models: Purple Fabric, Vertex AI, ChatGPT, Claude, Gemini, Kimi, DeepSeek, Z.ai

Programming & Integration: Python, Google Apps Script, HTML/JavaScript, APIs

Analytics & Enterprise Tools: Advanced Excel, Google Sheets, Power Query, Workday, Google Workspace, Microsoft 365/Copilot

AI Content Creation: ElevenLabs, Synthesia

PROFESSIONAL EXPERIENCE

NIELSENIQ (NIQ) | Chennai, India | Global Remit

Manager, HRBP Support, Global Tech & Operations | May 2026-Present

- Support global HRBPs across a 20,000+ employee population on workforce planning, organization effectiveness, job architecture, performance, succession, and workforce movements.
- Build organization analyses covering spans and layers, reporting relationships, job levels, job families, and title architecture to identify structural risks and inform HRBP and leadership decisions.
- Conducted a workforce-cost and location study covering 22,000+ employees, segmenting markets by labor-cost profile to support location strategy and workforce planning.
- Develop dashboards and reusable governance frameworks for headcount, performance, succession, and workforce actions, giving geographically distributed HR teams consistent views of people priorities.
- Coordinate job and workforce-data standardization, reconciling business and country exceptions with stakeholder inputs and HRIS requirements to clarify roles and resolve inconsistent records.
- Investigated HRIS data-integrity issues, including termination records attached to active employees and effective-date mismatches, strengthening employee-status validation and reporting-cutoff checks.

INTELLECT DESIGN ARENA LTD | Chennai, India | Jul 2022-Apr 2026

AI HR Transformation & People Analytics, COE | Jul 2023-Apr 2026

HR Shared Services & Process Digitization | Jul 2022-Jun 2023

Partnered with HR leadership to design, build, and deploy HR applications and automation. Selected contributions across both functions:

- Designed and deployed **PUJA**, an AI employee-listening and early-warning system reaching 150+ verified employees within an initial 600+ population. Orchestrated a primary conversation agent and reviewing sub-agents through scripts and APIs to track sentiment and surface changes for HRBP investigation.
- Built and deployed **PRISM**, a performance-review intelligence application on Google Workspace, using OpenAI embeddings and RAG. Enabled HR leaders to query review evidence in natural language to support discussions on promotion readiness and expanded responsibilities.
- Built an AI-enabled pre-boarding and joining-risk workflow (Project TED) used across 200+ candidates. Engagement signals were associated with **approximately 20% lower offer-to-joining drop-off** versus the pre-implementation baseline.
- Automated increment-letter generation across six lines of business, replacing manual preparation shared by approximately 18 HRBPs and reducing a week-long process to a **15-minute scripted run**.
- Developed candidate-fit and interview-quality evaluation (NeoHire) across hundreds of evaluations, combining resumes, interview transcripts, job requirements, and assessments. Built semantic applicant screening and ranking (Sorting Hat) for high-volume recruitment.
- Built sourcing intelligence (RecruiterMax) connecting hiring and employee-performance data to target-company recommendations, keywords, and Boolean search strategies.
- Developed recurring-reporting automation, workforce-profile reporting covering approximately 6,000 employees, and skills-based internal talent discovery and mobility (Project Cerebro).
- Built a RAG/LLM HR knowledge assistant used by approximately 90-100 employees and a technology-talent salary-market intelligence workflow across Chennai, Gurgaon, and Hyderabad.
- Digitized benefits, documentation, and employee-service workflows using Google Workspace, Google Apps Script, APIs, and web applications; introduced self-service FAQ/chatbot support for recurring HR queries.

RELIANCE JIO INFOCOMM LTD | Madurai, India

HR Business Partner | Feb 2019-Jul 2022

- Partnered with business leaders as HRBP for approximately 800-1,000 employees across workforce planning, hiring, onboarding, performance, engagement, learning, retention, succession, and exits.
- Redesigned high-volume recruitment processes with business leaders, contributing to a **17% reduction in time-to-hire** during workforce expansion.
- Analyzed exit trends during the Jio Fiber expansion and designed a retention intervention addressing capability and mentorship gaps. Automated employee milestone communications and recurring HR workflows.

EDUCATION AND CERTIFICATIONS

Post Graduate Certificate in Strategic Human Resource Management | IIM Tiruchirappalli | 2024

MBA, Human Resources & Marketing | Jansons School of Business | 2019

BE, Civil Engineering | Panimalar Engineering College | 2016

HR Analytics | IIM Rohtak

Transactional Analysis 101 | International Transactional Analysis Association (ITAA)

RECOGNITION

Innovation Award, Intellect Design Arena | Q4 2023 & Q4 2025

Star Performer, Reliance Jio | Q3 & Q4 2020 | Best Area of the Year, Reliance Jio