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Hiring organization

HCL Technologies

Industry

IT Technology

Senior Specialist in HCL Technologies Noida**Date posted**

September 14, 2021

Employment Type

Full-time

Description

Proactive hiring for DWP (1.) – Coordinate with LoBs, external consultants to get relevant inputs or data like employee engagement scores, attrition analysis, employee feedback on policies, other HR scorecards, etc. from respective teams (COEs, LoB HR, business) and market (CandB benchmarking report, etc.) at the beginning of financial year

– Analyse the data gathered and propose gaps and areas of improvement to the respective Practice Lead

– Share inputs with the Practice Lead on the approach to meet these gaps and improvements

– Coordinate with the LoBs for communication of final outcomes to respective business units and subsequently to delivery units
 (2.) – Participate in discussions with the vendor on system implementation of relevant HR module including customization for various LoBs

– Share inputs on challenges and nuances of working of the system

– Participate in testing of the system (user acceptance testing, etc.)

– Track the implementation activities as per the plan; Highlight in case of deviations from the plan and take necessary corrective actions
 (3.) – Review the system or business requirements for the CoE processes

– Collate and provide inputs in design discussions of the relevant processes (compensation structure, PMS process, bell curve modelling, goals library, KPPs, process improvement assignment, etc.) and tools with the business teams along with the HRBPs

Job Location

Plot No: 3A Technology Hub Sector 126 SEZ, Noida, Uttar Pradesh, 201303, Noida, Uttar Pradesh, India

Base Salary

₹ 35000 - ₹ 50000

Valid through

31.12.2021

Responsibilities

Proactive hiring for DWP (1.) – Coordinate with LoBs, external consultants to get relevant inputs or data like employee engagement scores, attrition analysis, employee feedback on policies, other HR scorecards, etc. from respective teams (COEs, LoB HR, business) and market (CandB benchmarking report, etc.) at the beginning of financial year- Analyse the data gathered and propose gaps and areas of improvement to the respective Practice Lead- Share inputs with the Practice

Lead on the approach to meet these gaps and improvements- Coordinate with the LoBs for communication of final outcomes to respective business units and subsequently to delivery units (2.) – Participate in discussions with the vendor on system implementation of relevant HR module including customization for various LoBs- Share inputs on challenges and nuances of working of the system- Participate in testing of the system (user acceptance testing, etc.)- Track the implementation activities as per the plan; Highlight in case of deviations from the plan and take necessary corrective actions (3.) – Review the system or business requirements for the CoE processes – Collate and provide inputs in design discussions of the relevant processes (compensation structure, PMS process, bell curve modelling, goals library, KPPs, process improvement assignment, etc.)

Qualifications

BE/B.Tech (Hons)

Exp – 4.5-8 Years

Contacts

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