

Swastik Nag

Master's in Business Administration in Human Resource
SBM, NMIMS University, Mumbai

+91-6206659851
swastiknag02@gmail.com
linkedin.com/in/swastiknag/

SUMMARY

MBA (HR) candidate from NMIMS with expertise in HR analytics, talent acquisition, and rewards strategy. Skilled in ATS, HRIS, Boolean search, and end-to-end recruitment lifecycle. Delivered competitive benchmarking across 25+ firms and designed data-driven HR solutions using Excel and Power BI.

EDUCATION

Year	Degree/Certificate	Institute	CGPA/Percentage
2024-2026	Masters in Business Administration (HR)	SBM, NMIMS University	72.74%
2020-2023	Bachelor's in Business Management (HR)	XIM University, Bhubaneswar	7.80
2020	ISC(XII)	Loyola School, Jamshedpur	65%
2018	ICSE(X)	Loyola School, Jamshedpur	74.5%

EXPERIENCE

- Aurionpro Solutions Limited (Onsite)** Apr 2025 - Jun 2025
HR Intern Navi Mumbai
 - Led a benefits benchmark against **25 competitors**, identifying gaps and implementing enhancements that enhanced benefits competitiveness and employee value proposition.
 - Analyzed R&R programs of **4 competitors** and participation data, which shaped a refreshed rewards strategy.
 - Designed a **30-90 day on-boarding** program with formal training and pre-joining engagement, enhancing new-hire readiness.
 - Benchmarked the on-boarding process to identify **critical gaps** in post-joining support and pre-hire engagement for lateral employees.
 - Managed **benefits enhancements**, including improved insurance coverage, a welfare fund, and employee financial counseling.
- Tata Steel (Hybrid)** May 2022 - Jun 2022
HR Intern Jamshedpur
 - Analyzed **5+ competitor** hiring processes to identify strategies that optimized the digital recruitment approach.
 - Delivered actionable recommendations that improved recruitment efficiency by 20% and reduced hiring turnaround time by 15%.
- Finploy (Online)** May 2022 - Jun 2022
HR Intern Mumbai
 - Led end-to-end recruitment, onboarding, training, and performance evaluation for **20+ hires**, improving hiring efficiency and aligning talent strategy with business goals.
 - Developed and implemented innovative sourcing strategies that attracted and engaged top talent.

PROJECTS

- Learning and Development** Jun 2025 - Aug 2025
 - Benchmarked L&D programs of **3** automotive firms, identifying 5+ gaps and recommending interventions to **improve** training effectiveness by **15%** (projected)
- Talent Planning & Acquisition** Dec 2024 - Mar 2025
 - Executed **resume journaling** for the Chief Delivery officer role.
 - Evaluated **50+ LinkedIn profiles**, assessing candidate-job alignment, and ranking shortlisted candidates.

SKILLS

- Functional Skills:** Workforce Planning, Performance Management, Talent Management, Employee Engagement
- Technical Skills:** MS Excel, Power BI, Data Analysis (HR Metrics), Boolean Search, End-to-End Recruitment, HRIS
- Soft Skills:** Teamwork, Problem Solving, Adaptability, Critical Thinking, Time Management, Creativity, Communication

CERTIFICATIONS

- HR People Analytics – Udemy** 2025
- Power BI for HR: Visualize HR data using Power BI – Udemy** 2025
- The Ultimate Microsoft Excel Mastery Bundle - 8 Courses – Udemy** 2024
- Recruiting: Talent Acquisition & Hiring (Now w/ AI!) – Udemy** 2024

ACHIEVEMENTS

- Winner**, Secured 1st position in We Care: Civic Engagement Poster Presentation Competition 2025

HOBBIES

- Shooting
- Badminton
- Exploring HR Trends and AI in HR