

# Architecting Human Capital Systems that Scale Organizations 2x to 5x

| Strategic HR Leader | GCC & Tech | M&A | AI-Driven HR Transformation |

Over 13 years of experience in Transforming workforce capabilities into a competitive advantage through Data, AI, and operational excellence.

## HIGH-IMPACT EXPERTISE

Business Partnering

Strategic HR

AI & Digital Transformation

HR Analytics

HR Operations

OD

Change Management

PMS

Total Rewards

Comp & Benefit

L&D



## Saurabh Karnik



| XLRI | CIPD | Design Thinking (IBM) |



[www.saurabh-hr.com](http://www.saurabh-hr.com)



+91 9604786099



Saurabhkarnik.hrm@gmail.com



[LinkedIn](#)

# ACHIEVEMENTS: GROWTH & AI

- ✓ **Hyper-Scaling:** Scaled strength 2x to 5x with agile HR practices.
- ✓ **Retention Excellence:** Maintained attrition between 10-12% predictive analytics, employee engagement framework and individual growth plans
- ✓ **AI Competency Mapping:** Improved talent availability by 34% and reduced bench by 12%.
- ✓ **Lifecycle Automation:** RPA feedback automation improved NPS by 22%.



34%

TALENT AVAILABILITY

[Case Study](#)

8%

ATTRITION REDUCTION

[Case Study](#)

22%

NPS IMPROVEMENT

[Case Study](#)

100%

ROI ON CHATBOTS

[Case Study](#)

# ACHIEVEMENTS: OPERATIONAL EXCELLENCE

## Performance Transformation

Transformed PMS to OKRA-based model, improving CSAT by **18%**.- [Case Study](#)

## Hiring Velocity

Reduced TAT by **52%** and shortened cost by **40%** with agile TA. – [Case Study](#)

## Engagement Depth

Improved engagement by **46%** and boosted ESAT scores by **32%**.- [Case Study](#)

## Digital Efficiency

Improved accuracy by **50%** and cycle time by **35%** via HRMS/ATS.- [Case Study](#)

## Employer Branding

Boosted NPS by **12%** and organic hiring by **24%**.- [Case Study](#)

## Global Recognition

- The organization featured in **Top 50 Workplaces for Women** (Great Places to Work).
- Featured in **top 100 HR leaders** below 40



# STRATEGIC VALUE PROPOSITION

## Strategic Business HR

Worked with CXOs on business continuity & talent strategies.

## Data-Driven Leadership

Using analytics to design data-driven decisions for the business.

## P&L Impact

Improving topline with hiring & bottom line with operational efficiency.

## Tech Integration

- AI, Automation, Agile Framework.
- Implemented HRMS and ATS: Workday, Keka, Zoho, People Strong

## M&A GCC

Led 3 M&As and successfully delivered 3 GCC setups.

## OD & Change Management

Delivered OD and cultural transformations post-acquisition.

## Leadership Development

- Delivered 4 leadership Development Programs
- Setup 3 learning academies with competency mapping.

## Comp & Benefits

Designed and implemented comp & benefit Strategies from the scratch.



# PARTNERING FOR GROWTH



**Saurabh Karnik**



+91-9604786099



saurabhkarnik.hrm@gmail.com



linkedin.com/in/saurabh-karnik-hr

"Building High-Trust, Purpose-Driven, and Data-Backed Workplaces."

## What I am Looking For:



### Full-Time Opportunities

HR leadership roles in GCC, high-growth tech, environments where people strategy drives business outcomes.



### Strategic HR Consulting

HR setup from scratch, OD & Change Management, PMS Redesign, and HR Analytics dashboards for business leaders.