

Mangesh Vaijanath Shirole

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 [LinkedIn Profile](#) |  Pune, Maharashtra

Career Objective

HR professional with experience in Talent Acquisition/Campus Hiring, Training & Development, Performance Management, Attendance Management, Employee Grievances and Employee Engagement, Exit Interviews across diverse industries. Proficient in using modern HR tools and Software, Artificial Intelligence Tools. Seeking a role as an HR Business Partner, HR Generalist, HR Executive, Learning & Development, Talent Acquisition to contribute to business transformation through impactful people practices and employee-focused strategies

Education

- **MBA (HRM)**, Indira School of Business Studies, Pune — CGPA: 8.00 | 2024
- **B. Com (Commerce)**, Savitribai Phule Pune University — 75.52% | 2022
- **HSC (Commerce)**, Dayanand College of Commerce, Latur — 76.46% | 2019
- **SSC**, Shree Swaminarayan Gurukul International School, Hyderabad — 78% | 2017

Professional Experience

AMS, Pune

Executive Early Careers and Campus Coordinator | September 2025 – Present

- Managing end-to-end Early Careers and Campus processes for Baker Hughes.
- Coordinating with global HR teams to resolve employee queries and ensure smooth program operations
- Experienced in HRIS tools: Workday, Phenom, SOVA, Survale, Meet & Engage, Ariba SAP, and Reimbi
- Skilled in data analysis and maintaining global MIS and ET reports.
- Supporting HR leaders in talent management and process improvement initiatives

Mphasis, Pune

HR Officer | February 2025 – July 2025.

- Managed end-to-end Training & Development and Vendor Management.
- Collaborated with SMEs for learning initiatives and handled Attendance & MIS reports
- Addressed employee grievances, supported Performance Management, and led Engagement activities
- Conducted Exit Interviews and ensured smooth HR operations
- Proficient in Oracle HCM, Percepio, and Testake

Emerson Process Management, Pune

Human Resource Trainee | April 2024 – January 2025

- Talent acquisition and campus hiring drives; Prepared Offer letters and prepared joining announcements.
- Managed end-to-end Training & Development including vendor coordination and Admin Activities.
- Assist in coordinating with documents like MOUs, education policies, HR Audit Compliances document (Skill & Competencies matrix). Assist in Off review tech activity on Quarterly basis which includes Attrition rate, Retention rate, Diversity rate, transfer rate, training manhours/man-days, updated the organizational chart.
- Assist in performance management process, Handling the employee Grievances.
- Maintaining MIS records for training and Kaizen reports Conducted employee engagement activities across the organization
- Prepared exit interview documents to address employee concerns. Assist Employees on Oracle and HCM portal within the organization

- Talent acquisition using ATS systems and job portals (Naukri, LinkedIn, Internshala, Zoho, etc.)
- Sourced candidates through internal referrals and external hiring platforms
- Supported end-to-end recruitment process for various job roles and Maintained accurate MIS reports to track hiring activities and status, Coordinated interview scheduling and candidate communication

Certifications & Workshops

- Human Resource Business Partner – LinkedIn
- Certificate in Leadership Skills – Swayam Platform
- AI in Human Resource Management (Microsoft Copilot, ChatGPT, Google Gemini, Glider Ai)
- Digital Transformation for HR – Udemy
- Interview Skills for Hiring Manager: Hire with confidence – Udemy

Awards & Recognitions

- Young HR professional of the year - Emerging talent (Under 35 years) - Celebrating Leadership and excellence in HR
- Appreciated for managing end-to-end campus hiring
- Recognized for successfully coordinating training and development
- Appreciated for smooth execution of employee exit interviews

Research Papers

- Case Study: Pre-owned Car Market in India – National Conference NIRMITI (Jan 2023)
- Impact of Accountability on Sustainable Business Practices (ESG Focus) – ISBS Pune (Feb 2024)

Skills

MS Office | AI Strategist | HRMS | Negotiations | Networking | Teamwork and Leadership | Problem-Solving | Presentation & Communication | Project Management | Time Management |

Languages & Hobbies

- Languages Known: English, Hindi, Marathi
- Hobbies: Travelling, Photography.