

Glenn J Robert

Ottawa, Ontario

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Profile Summary

- An MBA graduate with 5+ years of experience in Sales, HR Operations, HR Business Partner roles, and HRIS
- Exhibited a rigorous work ethic, optimism, and demonstrated proficiency across the HR domain
- Maintained dedicated relationships with employees and showcased proven problem-solving skills.
- A results-driven Human Resource Professional and self-starter who adapted to multicultural environments
- Co-founded a Non-Profit, De'Light to reach out to kids & teens in suburbs in South India, active since 2015

Core Skills

MS Office Suite, MS Office, Advanced Excel, Microsoft Excel, PowerPoint Skills, PPT, SAP, Success Factors, Docusign, HRIS, Strategic HR Planning, Data Analysis, HR Metrics & Analytics, Policy Development & Organizational Charts, Change Management, Record Keeping & Compliance Documentation, Performance Management, Training & Development, Interpersonal Skills, Employee Relations, Team Leadership, Communication Skills

Work Experience

Sales Associate | GAP Canada Inc - Ottawa

Jul 2024 - Present

- Prioritize focus on customers, timely task completion for shipment, support store opening and closing procedures
- Actively solicit feedback to understand the needs of customers and manage interactions with them

Cashier | Popeyes Louisiana Kitchen, Inc. - Toronto

Nov 2022 - Jan 2023

- Greeted guests, received orders, promoted the culture of Popeyes, and processed payments
- Unloaded and stocked inventory items as needed, and prepared and packaged food and drink products

HUMAN RESOURCES

HRIS - Associate Consultant | Kaar Technologies

Jul 2021 - Dec 2022

- Applied excellent organizational skills in managing client expectations and scheduling meetings
- Managed SAP HCM module (PA, OM, PT) and SuccessFactors modules (EC, PMGM, LMS, ONB)
- Delivered presentations, provided user support and training programs, and submitted reports
- Conducted tests, created work models, and modified systems during the implementation of SAP and SF for clients
- Defined business requirements based on stakeholder needs and project scope to determine the project charter
- Underwent Project Management training

Human Resource Business Partner | Photon Infotech

Jan 2020 - Jul 2021

- Led key responsibilities in talent acquisition, employee engagement, HRIS, performance reviews, and appraisals
- Conducted Performance Improvement Plans (PIP), Conflict resolution, training development, and retention strategies
- Transitioned from an onboarding specialist to an efficient HR Business Partner within three months
- Successfully improved the Glassdoor rating from 2.9 to 3.8 through strategic employer branding initiatives
- Managed new hire orientation and onboarding for 25 weekly new hires in India and Indonesia
- Liaised with senior management to meet organizational needs and service delivery across India, USA, and Indonesia
- Created and managed Gantt charts to monitor progress on the implementation of new projects

Human Resource Operations Advisor | Microsoft

Jul 2018 - Dec 2019

- Received appreciation from the AVP of Human Resources for Project Aurora - MSS to SAP SuccessFactors migration
- Managed 150-200 weekly hires during initial phase of Project Aurora on SAP for manual hires and SF Onboarding Module
- Authored a white paper on university hires and conducted a Failure Mode Effective Analysis (FMEA) on 1500 new hires
- Oversaw onboarding for 30 weekly hires in India, hired them in SF, validated in SAP, and managed personal files on Docusign
- Led and contributed to HR PI information handling to vendors utilizing SAP reports

Sales Executive | Oravel Stays

Mar 2018 - Jul 2018

- Executed Cold calling, sales follow-up, conducted meetings, and converted leads into business prospects
- Skilled in sales follow-up, client acquisition, and existing client management through tailored strategies

Education

VIT University

Jun 2016 - Jun 2018

Master of Business Administration | Human Resources Management | CGPA 7

Anna University

Sep 2012 - May 2016

Bachelor of Engineering | Mechanical Engineering | CGPA 6.23