

# Karthik Javvaji

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Results-driven HRMS Analyst with 5+ years of experience supporting HR systems implementation, HR data automation, workforce reporting, and people systems optimization through advanced analytics and process automation. Proven expertise in SQL, Python, Power BI, Excel, HRIS/HRMS reporting, and data integration to transform HR, payroll, recruiting, and performance data into actionable system-driven insights. Strong background in HR systems reporting, data governance, access controls, workflow automation, and executive HR dashboarding to support scalable, compliant, and data-driven HR operations.

## TECHNICAL SKILLS & EXPERTISE

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- **HRMS / HRIS Systems & Data:** HRMS Reporting, HRIS Data Models, Employee Master Data, Payroll Systems, ATS Integrations, Benefits & Compensation Systems
- **People Systems & Automation:** Workflow Automation, Approval Routing, Role-Based Access Control (RBAC), Master Data Management, System Configuration & Testing (UAT)
- **People & Workforce Analytics:** Headcount, Attrition & Retention, Hiring Funnel, Time-to-Fill, Engagement Metrics, Performance Ratings
- **Forecasting & Predictive Analytics:** Attrition Prediction, Headcount Forecasting, Workforce Demand Planning, Regression, Classification, Random Forest
- **Tools & Technology:** Power BI (DAX, Star Schema, Power Query), Tableau, Excel (Advanced), SQL, Python, R, Snowflake, BigQuery, AWS
- **Reporting, BI & Automation:** Executive HR Dashboards, HR KPI Frameworks, ETL Automation (Python & SQL), API Integrations, Data Validation & Reconciliation
- **Business & Stakeholder Enablement:** Executive HR Reporting, HR Strategy Support, Stakeholder Management, Cross-Functional Collaboration (HR, Finance, IT, Payroll, Recruiting), Data Storytelling

## WORK EXPERIENCE

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### Vail Resorts – Central Sales & Services (CSS)

Jan 2026 – Present

*Workforce Management (WFM) & Forecasting Analyst*

*Denver, CO*

- Develop and maintain workforce demand forecasts and staffing models for the Central Sales & Services call center supporting multiple resort locations.
- Analyze historical call volume, handle time (AHT), shrinkage, and occupancy metrics to generate optimized staffing plans and improve service level performance.
- Build weekly and intraday workforce dashboards tracking call volume trends, agent utilization, SLA performance, and forecast vs. actual variance.
- Collaborate with operations leadership to optimize scheduling strategies, agent allocation, and queue management during peak demand periods.
- Conduct week-over-week and year-over-year performance analysis to identify staffing gaps, demand spikes, and service level risks.
- Improve reporting efficiency by developing automated Excel/BI reporting workflows for workforce metrics and operational insights.

### Key Achievements

- Implemented data-driven workforce reporting dashboards improving visibility into call center performance and staffing efficiency.
- Highlight high-impact SLA bottlenecks in early-week call volumes, enabling targeted staffing adjustments.

## **Randstad India (Supporting Google Inc.)**

**Mar 2021 – Jul 2024**

*Senior People & HR Data Analyst*

*Remote*

- Optimized Built real-time HRMS and workforce dashboards (Power BI, Tableau) tracking headcount, payroll cost, attrition, hiring funnel, and performance KPIs, improving leadership decision speed by 30%.
- Developed automated HR data pipelines using SQL, Python, and BigQuery, reducing manual HR and payroll reporting effort by 40%.
- Integrated HRIS, payroll, ATS, benefits, and engagement systems into a unified analytics model for enterprise workforce reporting.
- Built attrition risk and headcount forecasting models to support workforce planning and budgeting.
- Led HRMS data validation, governance, and reconciliation, maintaining 98%+ employee data accuracy.

### **Key Achievements:**

- Standardized HRMS & payroll KPIs across 3 business units
- Reduced HR reporting latency by 40%

## **Deloitte USI**

**Jan 2019 – Mar 2021**

*Senior People & HR Data Analyst*

*Remote*

- Developed HRMS, payroll, and recruiting dashboards (SQL, Tableau) improving workforce visibility and reducing reporting latency by 30%.
- Built automated HR reporting pipelines using Python and Excel Power Query for payroll, hiring, and workforce analytics.
- Conducted data audits across HRIS, payroll, and ATS datasets, maintaining 98%+ reporting accuracy.
- Delivered analytics on payroll trends, overtime cost, hiring conversion, and workforce productivity to support HR operations and budgeting.
- Built automation scripts detecting payroll anomalies, headcount mismatches, and recruiting pipeline issues.

## **PROJECTS**

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### **1. HRMS KPI & Payroll Analytics Dashboard – Power BI**

Designed an executive dashboard tracking Headcount, Payroll Cost, Overtime %, Attrition, Benefits Enrollment, and Hiring Funnel Performance to support HR and finance leadership.

- ### **2. Employee Attrition & Workforce Forecasting (Python + Power BI):** Built predictive models to estimate attrition risk and future headcount needs, supporting proactive workforce planning. Forecasting & Performance Modeling

## **EDUCATION**

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**Regis University**

**April 2026**

*Master of Science in Data Science, GPA: 4.0 / 4.0*

**Denver, CO**

Coursework: Data Visualization, Business Intelligence, Predictive Analytics, Machine Learning, Advanced

**Aurora's Degree College, India**

**April 2018**

*Bachelor of Finance, Specialization in Computer Science*

## **CERTIFICATION:**

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**Google Data Analytics Professional Certificate (Coursera)**

Expertise in SQL, Tableau, R, Data Cleaning, Visualization, Case Studies.