

Ripan Debnath
Dhaka, Bangladesh - 2440
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Education

- **MBA in Human Resource Management (HRM)**
Jatiya Kabi Kazi Nazrul Islam University
2015 (Held – 2017)
CGPA 3.27 out of 4.00
- **BBA in Human Resource Management (HRM)**
Jatiya Kabi Kazi Nazrul Islam University
2014 (Held – 2016)
CGPA 3.26 out of 4.00
- **Higher Secondary Certificate (HSC) in Business Studies** 2009
Dhaka Board
GPA 4.19 out of 5.00
- **Secondary School Certificate (SSC) in Humanities** 2007
Dhaka Board
GPA 4.20 out of 5.00

Research Interests in Employee Engagement

- Employee Productivity
- Employee Commitment
- Employment Relations

Research Interests in HR Analytics

- Performance Management
- Compensation & Benefits
- Collaboration

Professional Certification

Certified Human Resource Associate (CHRA)

Jointly Organized by WARD – Bangladesh and IPAC – Singapore, Promotional Partner - bdjobs

Corporate Experience

- **Senior Human Resources Officer** 01.01.2020 – Present
Renata Limited

Job Responsibilities

Recruitment and Selection, Orientation, Leave Management, Compensation, Human Resource Management Information System (HRIS), Documentation, Coordination, Administrative Support.

Achievements

Improving services and controlling costs through proper HR planning.

- **Human Resources Officer** 01.08.2018 – 31.12.2019
Renata Limited

Internship Experience

- Sadharan Bima Corporation January 2016 – March 2016

Extra Curriculum Activities

- Yoga instructor.
- Worked at Quantum Foundation as a volunteer from March 2011 to June 2017.
- Member of *Life Long Blood Donor Silver Club* at *Quantum Lab* by donating blood 10 times.
- Arising public awareness about situational issues.

Expertise for Industry

- | | |
|--------------------------|-----------------------------|
| • Human Resources | • Administrative Assistance |
| • Problem Solving | • Employee Relations |
| • Corporate Grooming | • Leadership |
| • Emotional Intelligence | • Conflict Management |
| • Communication Skills | • Negotiation |
| • Labor Law | • Motivation & Teamwork |

Referees

Mr. Jewel Kumar Roy

Assistant Professor (Study Leave)
Jatiya Kabi Kazi Nazrul Islam University
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Mr. Sajal Kumar Dey

Assistant Professor (Study Leave)
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