

Kashish Shah

Business Psychologist | Human Resources Psychologist

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EDUCATION

University of East London, London, United Kingdom
M.Sc. Business Psychology

Sept 2022- Oct 2023

LD Arts College, Ahmedabad, India
Bachelors in psychology

Jun 2019 - Jul 2022

Certifications

SHRM- Human resource foundations

Feb 2023 – March 2023

PMI- Leading and motivating people with different personalities

EXPERIENCE

○ **Marastu Martech Pvt Ltd, Ahmedabad, India**
Human Resource Intern

March 2024 – Present

- Coached IELTS Spearheaded the implementation of a biometric attendance system at Marastu, ensuring discipline and regulation within office quarters.
- Designed and implemented a comprehensive salary structure for employees and streamlined the pay-slip generation process through software setup. Introduced leave applications system and leave policy in the office.
- Managed the generation of employee IDs and prioritized employee health by setting up basic medical facilities including BP monitoring machines and providing sanitary products for female employees.
- Facilitated the procurement of new company uniform T-shirts through vendor negotiations.
- Led employee training and onboarding efforts, fostering engagement, and learning activities such as "Fun Fridays".
- Conducted virtual and in-person interviews for various positions including SEO Analyst, SEO Team Lead, content writer, and marketing interns, both for in-house roles and client positions.

○ **EEC (Enbee Education Center), Vapi, Gujarat, India**
Tutor

Feb 2022 - Apr 2022

- Assisted in developing successful educational improvement plans to address the needs of individual students.
- Spearheaded tutoring workshops and collaborative projects to help student groups.
- Helped a small group of students to improve performance and understanding with targeted instructions.
- Coached IELTS Tutee in Time Management, proper study skills and notetaking.
- Guided students to define and plan academic goals and milestones to support their progress.

○ **Minds Healer, New Delhi**
Crisis intervention and consultation

Oct 2021 - Nov 2021

- Worked through a team in analyzing case studies and providing solutions for the same. Using methods like interview, home-interventions and in sessions intervention methods.

ACADEMIC PROJECTS

➤ **Dissertation: Impact of spirituality at workplace | University of East London**

Explored the influence of spirituality in the workplace through qualitative research, interviewing employees across the UK. Analysed data using thematic mapping and scoring techniques.

➤ **Met Office | University of East London:** Implemented strategies to address change resistance and foster change readiness among employees at the Meteorological Department of the United Kingdom.

➤ **Omni RMS | University of East London:** Recommended specific interventions to thoroughly investigate and resolve concerns regarding burnout and the well-being of employees within the framework of Omni RMS.

➤ Addressed leader power misuse, low motivation, engagement issues, reported conflicts, trust concerns, high stress, and low resilience in staff using Maslow's Hierarchy of Needs and Thomas Kilmann's Conflict Mode Instrument.

SKILLS

- **Recruitment**
- **Problem Solving**
- **Evaluation and Assessments**
- **Consulting**
- **Communication**
- **Leadership**
- **Data analysis**
- **Conflict resolution**
- **Training and Development**

SUMMARY

- ❖ Results-oriented professional with a master's in business psychology and expertise in leveraging psychological principles for Human Resources. Proven success in talent management, employee engagement, and organizational development. Skilled in using psychometric tools, data-driven approaches, and conflict resolution to optimize workplace dynamics. Committed to ethical practices and continuous professional development. Ready to contribute strategic HR solutions for individual and organizational growth.