**Yasmin Sayid**

HUMAN RESOURCES PROFESSIONAL

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**OVERVIEW 2**

Human Resources Professional with 3 years of solid experience primarily in innovating, implementing and deploying HR strategies. Focused on employee engagement, talent management, and hiring and on-boarding employees at Amazon factoring in the long-term goals of the organization and acknowledging that employees play a huge role in the company's future successes. Act as a bridge between the HR department and the different business units, advocating for employees' well-being while supporting the organization's overall success.

**EXPERIENCE**

**Human Resources Generalist III (Fulfillment Technology and Robotics)** January 2024 – March 2024

Amazon Corporation | Nashville

* Organizational effectiveness
* Work with people managers end to end on performance management cases. This includes consulting on performance concerns, supporting managers when starting the process and finalizing separation agreements.
* Talent Management
* Support the Talent Management processes through partnership with the HRBPs in the organization, particularly developing toolkits and communications that help managers to be self-sufficient with Talent Review, promotions, and compensation processes.
* Coach, train and guide managers on the compensation process thanks to their deep knowledge of Amazon’s compensation philosophy.
* Organizational health
* Pull data from the PXT dashboards and provide insights for organizational health to enable the business to achieve their business objectives and operate efficiently from an employee engagement standpoint.
* Consult managers on people matters that require in depth knowledge of policies, procedures and local legislation, across multiple countries, where necessary.
* Analyze data and trends on HR topics across the business(es), in order to provide input to the business strategy to HRBP or COE, preventing the recurrence of known issues and driving improvements.
* HR Generalist
* Collaborate effectively with HRBPs, other teams, and COE’s on key HR areas/projects that are critical for the site/Region, such as introduction of new policies or benefits.
* Partner with people managers to ensure Amazon’s policies are consistently implemented across the organization (i.e., Leave, Accommodation, RTO, Immigration, and other issues).
* Process Improvement and Automation
* Identify, plan and implement key projects to improve quality, reduce cost, increase productivity of HR team resulting in business improvement, manager effectiveness and customer satisfaction
* Provide team with project status updates, feedback, and appropriate reporting on key responsibilities and objectives.

**Human Resources Business Partner** October 2022 – January 2024

Amazon Corporation | Nashville

* Leading and developing a team of HR professionals in a high growth, rapidly changing environment
* Managing and facilitating organizational design and development, leadership coaching, and team building that supports change and growth
* Proactively assessing team and manager development needs, making recommendations, and implementing appropriate solutions.
* Collaborating with senior management to understand the business strategy and translating it into HR initiatives and action plans
* Partnering with hiring managers to identify talent needs, participating in recruitment efforts, conducting interviews, and ensuring smooth onboarding of new employees
* Acting as a point of contact for a roster of ~800 employees, addressing their concerns, and providing guidance on HR policies, procedures, and legal compliance
* Building strong relationships with business leaders, understanding their needs and providing HR support to achieve business objectives
* Contributing to the creation and revision of HR policies, ensuring alignment with industry best practices and legal requirements
* Conducting trend analysis and reports on HR metrics (attendance, attrition, engagement, labor fill, etc.) while highlighting trends/KPI’s, recommending business impacting solutions/Next Steps
* Participated in HR investigations of complex employee relations issues by conducting effective, thorough, and objective investigations
* Executing people initiatives; drove employee engagement, promoted HR functional excellence and campaigned strategic process improvements.

**Human Resources Generalist II** April 2021 – October 2022

Amazon Corporation | Nashville

* Maintaining policy compliance for a roster of ~800 employees
* Utilizing Excel (vlookups/pivot tables) and Quicksight/PowerBI to deep-dive large data sets to perform root-cause analysis and find novel solutions on a daily basis
* Ensuring compliance with labor laws, regulations, and company policies, mitigating potential legal risks
* Conducting trend analysis and reports on HR metrics (attendance, attrition, engagement, labor fill, etc.) while highlighting trends/KPI’s, recommending business impacting solutions/Next Steps
* Participated in HR investigations of complex employee relations issues by conducting effective, thorough, and objective investigations
* Executing people initiatives; drove employee engagement, promoted HR functional excellence and campaigned strategic process improvements.

**EDUCATION**

**Tennessee State University** | Bachelor of Health Science in Cardio-Respiratory

* *Event Coordinator*, Muslim Student Association

**SKILLS**

* MS Office 365 Suite; Outlook; Excel (vlookups, pivot tables, conditionals)
* Salesforce
* ADP
* ICIMS
* AWS QuickSight
* HRIS Database Management
* Employee Relations