

BHAVYA MISHRA

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PROFILE

A motivated and analytical Bachelor of Science candidate in Analytics and Sustainability Studies at Tata Institute of Social Sciences, with a strong foundation in data analytics, sustainability research, and programming. Experienced in fieldwork, report writing, and developing data visualizations for real-world applications. Passionate about leveraging analytical skills to drive sustainability initiatives and empower communities.

EDUCATION

BS in Analytics and Sustainability Studies Tata Institute of Social Sciences (TISS), Mumbai	2022-2026
Intermediate Delhi Public School, Kanpur - 94%	2020-22
High School Shree Sanatan Dharm Education Centre - 89%	2019-2020

SKILLS

- **Programming & Data Analysis:** R, Python, MATLAB, SQL
- **Data Visualization Tools:** Power BI, Tableau, Excel, SPSS
- **Software:** Microsoft Word, PowerPoint
- **GIS Analysis:** Geographic Information Systems for spatial data evaluation
- **Research & Reporting:** SDG indexing, Vulnerability Indexing, and sustainability report development

EXPERIENCE

TechNova Imaging Systems Pvt. Ltd. | Mumbai, Maharashtra

Business Analyst Intern - HR Analytics & Process Optimisation | June 2025 - August 2025

- Analysed three years of travel expense data, identified cost trends, and mapped travel workflows from request to reimbursement; recommended SOP changes and integration with MakeMyTrip to reduce inefficiencies.
- Developed SOPs, workflows, and digitisation plans for HRMS modules (Separation, Gift Management, Leave), enhancing policy compliance and process transparency.
- Designed and automated Power BI dashboards for Performance & Potential Review (PAP), Performance Management System (PMS), and Employee Exit trends, enabling real-time HR analytics.
- Conducted external data research on resignation patterns, consolidating insights into actionable improvement plans with defined KPIs.
- Streamlined unstructured datasets into analysable formats, improving expense forecasting, employee life cycle analytics, and organisational decision-making.

Key Skills Applied: Data Cleaning & Structuring, Workflow Mapping, SOP Drafting, Power BI Dashboarding, Process Optimisation, Stakeholder Engagement

Freelance Business Analyst - HR Analytics (Continuation Project) | September 2025 - Present

- Continued collaboration with TechNova's HR department post-internship to maintain and enhance the PAP and PMS dashboards, ensuring ongoing data accuracy, usability, and reporting consistency.

- Improved data hygiene and uniformity across HR modules by developing validation protocols and automated cleaning scripts.
- Designed and deployed a new Learning & Development dashboard visualising employee training participation, training hours, and outcomes.
- Created a combined master dataset and integrated dashboard linking PAP and Learning & Development data to provide comprehensive insights into employee performance, potential, and capability growth.

Fieldwork Projects (Tata Institute of Social Sciences)

- **Women-Led Climate-Resilient Farming (Osmanabad, Maharashtra)(2023):** Conducted fieldwork in 10 villages; collected and analyzed data on sustainability practices; authored comprehensive reports on findings.
- **Weaving Community and Banarasi Silk (Badi Bazaar) (Varanasi, Uttar Pradesh)(2024):** Collaborated on two case studies examining socio-economic forces and market dynamics affecting the handloom and power loom silk industries; designed questionnaires, conducted interviews, and presented research to stakeholders.

Accenture North America - Data Analytics Visualization Job Simulation

Forage | March 2024

- Acted as a Data Analyst for a hypothetical social media client.
- Cleaned, modelled, and analyzed 7 datasets to uncover trends and insights into content engagement.
- Delivered findings via a PowerPoint deck and video presentation to communicate key insights.
- Developed expertise in data cleaning, modelling, and strategic decision-making in a team environment.

Tata Consultancy Services (TCS) - Data Visualization Job Simulation

Forage | March 2024

- Created visualizations using Tableau and Power BI for a retail client to support revenue review and future planning.
- Formulated critical questions for client senior leadership to drive informed decision-making.
- Strengthened presentation skills by communicating insights to executives.

PROJECTS

- **SDG Indexing:** Developed methods and conducted analyses for Sustainable Development Goals (SDG) indexing.
- **Vulnerability Index for Natural Disaster Risk in Odisha:** Designed a method to calculate vulnerability at the district level for Odisha, assessing natural disaster risk based on socio-economic and environmental factors.
- **BRICS Sustainability Report Dashboard:** Created a regional sustainability report and interactive dashboard on SDG Goal 7 using the SDG Global Dataset.
- **Research Publication:** Authored an article on the impact of childhood physical and verbal abuse, and witnessing domestic violence, on teenage psychological development.

OTHER ACTIVITIES LEADERSHIP

- **Positions of Responsibility:** Class Representative, TISS (2022 - 2024)
- **Extracurricular Involvement:**
 - Member, Arzz Theatre Society - Participated in stage performances and productions.
 - Competed at the Indian Institute of Forest Management, Bhopal.
- **Youth 4 COP Training Program:** Completed a training program by The Climate Reality Project India C South Asia, CANSA (July 2024), focusing on youth leadership and climate action in UNFCCC processes.