

Mamta Biswas

Bridging HR Operations and Analytics to create efficient processes, better employee experiences, and informed business decisions.

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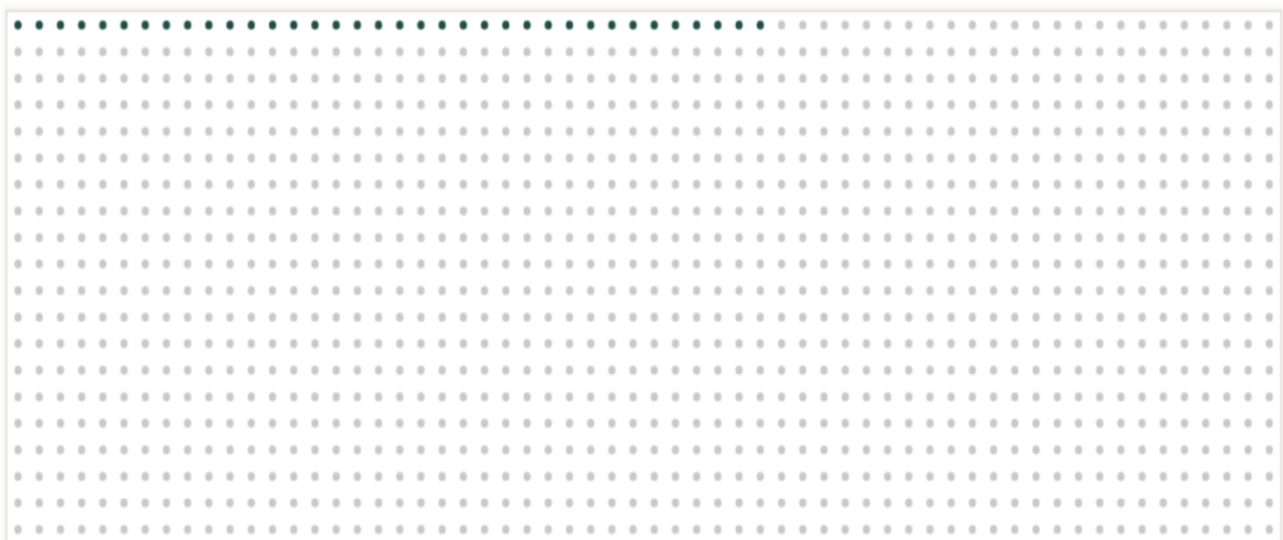
ABOUT

I work on HR data. Mostly that means headcount, personnel cost, attrition and the reporting leadership uses to plan, plus the systems the data sits in before it ever reaches a dashboard.

I came to this from inside HR rather than from IT. Eight years in HR operations, business partnering and controlling, first in India and since late 2023 in Germany. Before that I studied computer applications, and I finished a master's in artificial intelligence in 2023. The combination is unusual and it is the reason I am useful: I can build the thing, and I know what the number is supposed to mean to the person reading it.

Right now I am an HR and Business Data Analyst at Retrac in Berlin. Previously I spent time at Robert Bosch in a central HR function covering 36 countries, working hands on in SAP SuccessFactors.

What I care about in this work is knowing which question is worth the data before anyone opens a spreadsheet. HR people often know what a question means but not how to answer it at scale; data people can answer it but cannot always judge whether the answer is worth having. I have spent my career on both sides of that line.

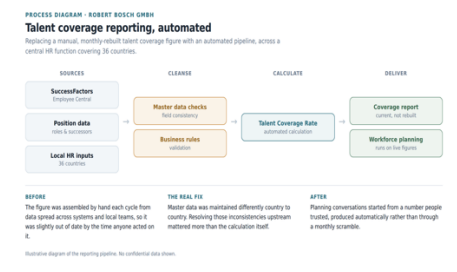


Every dot is ten people. The full grid is the 12,000 employee population I reported on at Reliance Jio; the highlighted dots are the 36 countries covered by the HR function at Bosch. Two numbers that shaped how I think about scale.

SELECTED WORK

Talent coverage reporting, automated

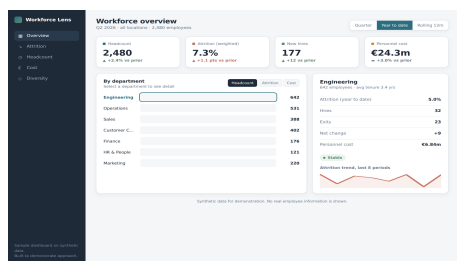
Robert Bosch GmbH, 2024 to 2025



Talent coverage was tracked manually across a global HR function spanning 36 countries. I automated the calculation and the reporting around it, so workforce planning ran on current figures rather than a monthly rebuild. Alongside this I configured and validated workflows in SAP SuccessFactors Employee Central, maintained position data and business rules, and fixed master data problems that were distorting reports several steps downstream.

People analytics dashboard

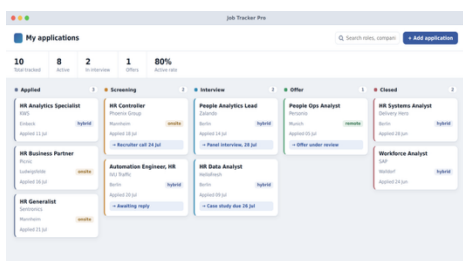
Personal project



An interactive workforce dashboard built as a single self contained page, covering headcount, attrition and cost views on sample data. No install, no login. I built it because interviews kept turning on the same question: not whether I know the tools, but whether I know which three views a leadership team will actually use.

Job Tracker Pro

Personal project · Electron, React, SQLite



A desktop application for managing an application pipeline. Runs fully offline, stores everything locally, no account. I wrote it because the alternatives all wanted my data on someone else's server.

HR reporting at scale

Reliance Jio Infocomm, 2022 to 2023



Monthly KPI reporting and dashboards for an organisation of over 12,000 employees, covering attrition, productivity and workforce cost, with manpower budgeting and forecasting run jointly with Finance. I also led the HR compliance audits with Deloitte and prepared the datasets behind audit, regulatory and sustainability reporting.

EXPERIENCE

Mar 2025 to now

HR & Business Data Analyst

Retrac GmbH, Berlin

in Power BI, forecasting and variance analysis, master data quality across systems.

Aug 2024 to Jan 2025

HR Planning & Controlling

Robert Bosch GmbH, Stuttgart

Central global HR function covering 36 countries. SuccessFactors workflows, position data and business rules, process standardisation.

Nov 2023 to Jul 2024

Working Student, HR & Business Analytics

Retrac GmbH, Berlin

Reporting, data maintenance and recurring analyses.

Feb 2022 to Sep 2023

Area HR Business Partner

Reliance Jio Infocomm, India

HR reporting and KPI dashboards for 12,000+ employees, manpower budgeting with Finance, compliance audits with Deloitte, full cycle recruitment for the region.

Mar 2017 to Feb 2022

Management Coordinator, HR & Organisational Development

ANM Strategic & Management Consultants, India

Workforce planning and organisational design across client industries. Competency frameworks, 9-box succession planning, HR automation.

SKILLS & EDUCATION

Analysis Power BI (DAX, data modelling), SQL, advanced Excel, Tableau, Python (Pandas), R, SPSS

HR systems SAP SuccessFactors Employee Central: workflows, position data, business rules. SAP HCM data extraction.

HR domain Personnel cost and headcount planning, forecasting, variance analysis, HR KPIs, master data governance, compliance and ESG reporting.

Building JavaScript and React, Electron, SQLite, working with LLM APIs.

Education MSc Artificial Intelligence (IU Internationale Hochschule) · MBA HR Management · BCA Computer Applications · Certified HR Analytics, IIM Rohtak.

Languages English fluent · German A2.2 and improving ·

Mamta Biswas Portfolio | open to people analytics, HR systems and HR controlling roles | Berlin Germany

CASE STUDIES

Making workforce planning run on current numbers

Robert Bosch GmbH · Central HR, 36 countries

CONTEXT

Bosch's central HR function planned and steered the workforce across 36 countries. Talent coverage, the measure of whether critical roles had ready successors, was assembled by hand each cycle from data spread across systems and local teams.

THE PROBLEM

Rebuilt by hand every cycle, the number was always slightly out of date by the time anyone acted on it. Underneath, master data was maintained differently country to country, so the same field could mean different things in two places.

WHAT I DID

I automated the Talent Coverage Rate calculation and its reporting, so planning ran on live figures instead of a monthly rebuild. Alongside it I configured workflows in SAP SuccessFactors Employee Central, maintained position data and business rules, and resolved the master data inconsistencies distorting reports downstream.

WHAT IT CHANGED

Planning conversations started from a number people trusted, produced without the monthly scramble. The lesson stayed with me: most reporting errors are process errors in disguise, and the fix belongs upstream, not in the dashboard.

SAP SuccessFactors Employee Central · workflow configuration · master data governance · HR reporting automation

Reading the data behind an end to end property platform

Retrac GmbH · Berlin

CONTEXT

Retrac operates an end-to-end operating platform for student accommodation providers, covering the whole tenant lifecycle from listing and screening through digital contracts, move-in, maintenance, resident engagement and move-out, plus energy and sustainability analytics. In market terms it spans a dozen functions usually sold as separate products.

THE PROBLEM

A platform that broad generates a wide, fragmented data landscape: leasing and CRM, operations and maintenance, resident behaviour, energy consumption, and the company's own workforce data, each shaped differently. Turning that into something leadership can steer by is the analytical challenge.

WHAT I DID

I analyse both the client-facing business data and the internal HR data: building the dashboards that make sense of activity across the platform, safeguarding data quality so the numbers reconcile across systems, and standardising recurring analyses so they hold up over time rather than being rebuilt each cycle.

WORTH NOTING

Independent evaluation by the Hasso Plattner Institute found the platform's utility-monitoring and gamification features contributed to roughly a 15% reduction in student energy consumption, an example of operational data feeding directly back into resident behaviour.

Power BI · SQL · business and HR data analysis · cross-system data quality · recurring reporting