

RESUME

HENO MERLIN C P S

Place: Chennai

LinkedIn: <https://www.linkedin.com/in/heno-merlin-c-p-s>

OBJECTIVE

A motivated researcher with a strong foundation in data analytics, business analytics, and business intelligence, currently pursuing a Ph.D. in Management Studies. Seeking opportunities to contribute to research, academic development, and practical business applications.

EDUCATION

Doctor of Philosophy (PhD) in Management Studies

Vels Institute Of Science Technology And Advanced Studies, Chennai

2024 – Present

Master of Business Administration (MBA) – Business Analytics

Vels Institute Of Science Technology And Advanced Studies, Chennai

2022 – 2024

Bachelor of Computer Applications (BCA)

Stella Maris College, Chennai

2019 – 2022

RESEARCH INTERESTS

- Business Analytics
- Predictive Modeling
- HR Analytics
- Data Analytics
- Machine Learning Applications in Management

PROJECTS & INTERNSHIPS

Business Analyst Intern – Planytics

Chennai | Dec 2023 – Mar 2024

- Analyzed supply chain data using Python
- Built Power BI dashboards for KPIs
- Worked cross-functionally to improve decision-making

Data Analyst – Oasis Infobyte

Chennai | Mar 2024 – Apr 2024

- Performed exploratory data analysis and customer segmentation
- Used Python, Pandas, Numpy, and Matplotlib
- Applied K-Means Clustering for analysis

Web Development Intern – Bharat Intern

Chennai | May 2024 – Jun 2024

- Developed portfolio website and weather app
- Used HTML, CSS, JavaScript, and Weather API

Web Development Intern – CodSoft

Chennai | Jun 2024 – Jul 2024

- Built portfolio and calculator apps with HTML, CSS, JavaScript
- Designed a responsive photography landing page

Power BI Intern – Internshaala

Chennai | Dec 2022 – Feb 2023

- Developed dashboards and scorecards to visualize KPIs

Project – Event Management Website

Chennai | Jan – Jun 2022

- Created an event management platform using HTML, CSS, JavaScript, PHP

Data Analyst Trainee – MedTourEasy

Chennai | Aug 2023

- Compared death age of left vs. right handers using Pandas

ADDITIONAL COURSES

- SWAYAM – NPTEL : AI in Human Resource Management
- SWAYAM – NPTEL : Effective Business Communication

TECHNICAL SKILLS

- **Data Analysis Tools:** Python, Pandas, Numpy, Matplotlib, Power BI, MS Excel, SPSS
- **Web Development:** HTML, CSS, JavaScript, PHP, SQL
- **Database Systems:** MySQL, Relational Databases
- **Other Tools:** MS Office, PowerPoint

SOFT SKILLS

- Communication
- Leadership
- Planning and Organizing
- Team Collaboration
- Problem Solving
- Project Management
- Productivity

PAPER PRESENTATED IN CONFERENCES AND SEMINARS

- **“Predicting Employee Attrition Through Engagement Metrics and Machine Learning Algorithms”** – International Conference on Reinventing Business Practices, Startups and Sustainability (ICRBSS) 2025, SRM Institute of Science and Technology, Vadapalani Campus, Chennai.
- **“Analyzing the Relationship Between Employee Burnout and Turnover Using Predictive Analytics Model”** – International Conference on Sustainable Finance and Accountancy (ICSFA-2025), CHRIST (Deemed to be University), Bangalore, 13–14 March 2025.

- **“Measuring the Effectiveness of Learning & Development Programs in Workforce Development”** – International Conference on Advancement in Management for Sustainable Leadership (ICAMSL-2025), Xavier Institute of Management & Entrepreneurship.
- **“Spatial Patterns Of Employee Turnover In India: A Predictive Analysis Approach For Workforce Planning”** – Two Days National Seminar on Indian Economic Progress Towards Achieving The SDGs, VISTAS, in collaboration with The Indian Economic Association, 25–26 April 2025.
- **“Leveraging Predictive Analytics to Mitigate Employee Burnout and Reduce Turnover: A Case Study of XYZ Corporation”** – International Case Conference (ICC 2025), Business Case Center (BCC), Westminster International University in Tashkent (WIUT).
- **“A Predictive Modeling Approach to Examine the Influence of Employee Burnout on Employee Attrition”** – International Conference on Business, Technology, Innovation and Sustainability (ICBTIS-2025), Department of Management Studies, School of Management Studies conducted by VISTAS.
- **“Comparative Analysis of Machine Learning Models for Predicting Employee Attrition in the IT Sector”** - 2nd International Conference on Digital Transformation & Sustainability of Business (ICDTSB-2025) held during 10–11 October 2025.
- **“Sentiment and Separation: A Data-Driven Framework for Turnover Analysis Using NLP”** - IX International Haliç Congress on Multidisciplinary Scientific Research, held on 3–4 December 2025, Istanbul, Turkey.
- **“Balancing Bytes and Boundaries: Exploring Work-Life Balance as a Predictor of Employee Turnover Intention in India’s IT Sector”** - 12th International Conference on Business 5.0: Innovation, Technology and Sustainability in Global Prospects, held on 4–5 December 2025 at Amity Business School, Amity University Madhya Pradesh.
- **“Employee Turnover in the Digital Era: An AI-Enabled Predictive HR Analytics Perspective for Sustainability”** - IEEE International Conference on Technology and Management for Sustainable Development (ICTMSD-26) held on 6–7 February 2026 at Sri Sairam Engineering College, Chennai.
- **“Workplace Factors and Turnover Intention Among Female Employees”** - World Women Studies Conference-IX held during 6–8 March 2026 in Baku, Azerbaijan.

WORKSHOPS / FDPs ATTENDED

- Attended the AICTE Training and Learning (ATAL) Academy Faculty Development Program on “Emerging Trends in Artificial Intelligence and Its Real-World Applications” from 19 January 2026 to 24 January 2026 at B Jain Institute of Technology, Management and Research.

- Attended a Three Days Online Workshop on “Research Methodology and Data Analysis – A Smart Learning” organized by Star International Foundation for Research and Education from 05 February 2026 to 07 February 2026.
- Completed the AICTE Training and Learning (ATAL) Academy Faculty Development Program on “Stress Management and Productivity Enhancement” from 09 February 2026 to 14 February 2026.
- Completed a 6-Day National Level Faculty Development Program on “Generative & Agentic AI – Tools and Demo’s” from 16 February 2026 to 21 February 2026, organized by Sardar Vallabhbhai National Institute of Technology (SVNIT), technically co-sponsored by IEEE Gujarat Section.
- Participated in the online workshop "Patent Application Process: Pre-filing to Grant" conducted by Poornima University.
- Attended AICTE Training and Learning (ATAL) Academy Faculty Development Program on “Unlocking Educator Potential: Essential Data Analytics Skills and Applications in Business Management” at Maharaja Surajmal Institute (20/01/2025 – 25/01/2025).
- Attended AICTE Training and Learning (ATAL) Academy Faculty Development Program on “Harnessing Deep Learning in Business Analytics – Transform Data to Decision” at KIT – Kalaignar karunanidhi Institute of Technology (06/01/2025 – 11/01/2025).
- Participated in the Two-Day National Level Online Workshop on “Factor Analysis in Assessing Latent Constructs in Research: Demonstration & Hands-on Experience” organized by IQAC, Dhanraj Baid Jain College in collaboration with CEDAAR, Chennai, on 18th & 19th December 2024.
- Participated in IP Awareness/Training Program under the National Intellectual Property Awareness Mission on September 27, 2024.
- Participated in the Six-Day International Research Development Programme (RDP) – PRAYAAS'24 organized by the Department of MBA, Faculty of Management, SRM Institute of Science and Technology, Vadapalani, Chennai.

DECLARATION

I hereby assure you that all the above given information is true to my knowledge and I assure you that I will be sincere in following the regulations under your guidance and I will be truthful in all the responsibilities that are entrusted to me.

(HENO MERLIN C P S)