

Joleen Oschwald

HRIS Analyst

Profile

Details

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Results-driven HRIS Analyst with 2 years of experience in leveraging data-driven solutions to optimize HR processes and enhance organizational performance. Adept at implementing HR systems, analyzing data trends, and providing valuable insights to inform strategic decision-making. Strong background in streamlining workflows, ensuring data accuracy, and maintaining system integrity to support HR objectives. Excellent problem-solving, communication, and project management skills.

Employment History

HRIS Analyst at Paylocity, IL

Apr 2023 - Present

- Successfully implemented a new HRIS system for Paylocity, leading to a 30% increase in efficiency and reducing manual data entry errors by 40%.
- Streamlined the onboarding process for new employees, resulting in a 25% reduction in time spent on administrative tasks and a 15% increase in employee satisfaction during their first month.
- Led a cross-functional team in the integration of HRIS with other business systems, leading to a 20% increase in data accuracy and a 10% reduction in time spent on data reconciliation.
- Developed and delivered comprehensive HRIS training to over 100 employees, resulting in a 50% decrease in user errors and a 20% increase in overall system adoption.

Associate HRIS Analyst at ADP, IL

Aug 2021 - Feb 2023

- Successfully implemented a new HRIS system for a client company with over 5,000 employees, resulting in a 30% increase in efficiency and reducing manual data entry errors by 50%.
 - Streamlined the onboarding process for new hires by automating key tasks, leading to a 25% reduction in time spent on administrative work and a 15% increase in new hire satisfaction.
 - Conducted comprehensive data analysis on employee performance metrics, identifying trends and areas for improvement, which led to a 20% increase in overall employee productivity.
 - Led a team of 3 junior analysts in the successful completion of a major system upgrade, ensuring minimal disruption to the client's operations and achieving a 99% satisfaction rate from stakeholders.
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Education

Bachelor of Science in Human Resource Management at Northern Illinois University, DeKalb, IL

Sep 2016 - May 2021