



# Kalpana Jaishankar

Head – HR & CSR

**Tata Consulting Engineers Limited**

## EDUCATION

Masters of Business Administration, IRMA, Gujarat  
B.Sc. (Mathematics) from Madras University

## CERTIFICATIONS

Certified TBEM Assessor

## COMMUNITY

Tata Engage

Leading the corporate social responsibility function @ TCE

Chief Ethics Counselor @ TCE

Active member of Rotary Club

## DOMAIN KNOWLEDGE

Human Resource  
Talent Management  
Performance Management  
Change Management  
Employee Engagement  
Leadership Development  
Organisational Development  
CSR

## SOCIAL

<https://www.linkedin.com/in/kalpana-jaishankar-90b98918/>

## PERSONAL

Kalpana, an avid reader, invests her free time in staying mentally and physically fit by practicing yoga and meditation

With more than 35 years of experience in Human Resource including HR leadership roles in leading organizations, Kalpana Jaishankar is the Head of HR & Corporate Social Responsibility (CSR) at Tata Consulting Engineers Limited (TCE), a wholly-owned subsidiary of Tata Sons. TCE offers a wide range of multi-disciplinary services in Design & Engineering and Project Management across several sectors.

As Head HR, Kalpana is responsible for overseeing HR systems, handling employee relations, ensuring compliance with regulations, managing budgets, assessing staffing needs, hiring employees, designing training programs, and developing compensation plans.

In her CSR portfolio, Kalpana is responsible for defining and developing the strategies which underpin the company's CSR objectives and ensure implementation of strategies to impact the environment and local communities positively.

Her strengths lie in areas such as HR Strategy, Performance Management, Competency Frameworks, employee engagement, compensation strategies, understanding the needs of local communities and the corporate's social responsibility

Before joining TCE, Kalpana was associated with Mastek, Patni Computer and Geometric Software solutions in HR leadership roles.

Kalpana has spearheaded many change management initiatives in different organisations and has represented TCE at various forums. Known as a people's person, Kalpana is exceptionally approachable and is a good listener.