TUSHAR BHATIA

A Life Dedicated to HR & Employee Performance Management Technology

Tushar Bhatia is CEO of Saigun Technologies. Under his leadership, Saigun Technologies has developed an Integrated HR & Performance Management System based on Global HR best practices. Tushar's career journey from a Software Engineer to the Founder & CEO of Empxtrack has been full of innovation and dedication to the cause of HR.

Magnificent Career in United States

After completing his education from IIT, he moved out to the US and worked with several Fortune 500 companies as a consultant. These included well-known names like Boeing, Microsoft, IBM, GE, Grainger, Morgan Stanley Dean Witter, Hewitt Associates and many others. He addressed numerous complex business problems using his technology and programming skills.

His primary interests were developing reusable frameworks, product development, re-engineering, multi-system integration, and migration of legacy applications to web platforms. He was a part of well-known open source initiative Apache Commons.

Several projects that he was involved in were centered around solving complex HR problems for Large Enterprises. HR practices were evolving rapidly and he realized that most vendors were focused on addressing problems for Large Enterprises. No one was providing solutions for the SMBs.

Feeling the Pain of Human Resource Management

Most of the existing products were complex, difficult to operate and offered administrator interfaces only. Further, Tushar realized that there wasn't a single HR product that could give the desired outcomes to all the stakeholders in an organization. Companies needed simple to use products that were flexible, scalable, affordable and provided quick decision-making capabilities.

During his visit to India he realized that the problem was equally critical in India as was in United States. SMBs typically struggle with paper and spreadsheets to manage their workforce. After a thorough market research, he decided to exclusively work in the area of HR Technology.

Carving his Own Path

He quit his secure job, said no to a fat paycheck and a luxurious life in United States. It was a time when every IITian was rushing to United States to make easy money, Tushar was amongst the few to reverse the trend.

Fortunately, his father Major Gen (Retd) B.K.Bhatia, a veteran from Indian Army too had a special interest in Human Resources Management. He headed several Training Establishments in Indian Army. After a well decorated service to Army, he was invited to head HR Initiatives of several large corporations in India. Tushar got a very strong mentor in his father and the two decided to focus in this area.

Building Something That'll Last for Long

Tushar along with his dedicated team of HR Experts and Software Engineers worked day and night for three years, and with guidance from Major General B K Bhatia, produced India's first Integrated HRMS product Empxtrack that automates every HR process in an organization. Special care was taken to cater to needs of Small and Mid-Sized organizations.

Today Empxtrack is used by millions of employees across the world to define their objectives and improve their performance. Thousands of HR Professionals use Empxtrack to engage the workforce and shape the organization to meet their existing and future challenges.

Empxtrack embodies hundreds of workflows used in organizations of different cultures and processes. Tushar and his team have built so much flexibility and options into Empxtrack that whatever the HR process be, it can be managed through Empxtrack.

Tushar Bhatia has built a great business in India around cloud computing long before anyone else. His idea of offering Software-as-a-Service HR solution over the Internet has established him as a strong player in the global HR Technology industry.

Empowering Organizations with Knowledge

Tushar has not just developed software for decades, he has also educated the HR globally though his research. He is often quoted in the research work of Academicians as one of the rare experts on HR Technology. He frequently flies between New Delhi and New York to consult organizations on improving performance and productivity of the corporate workforce.

Guiding the HR Fraternity Through Blogs

In the past few years Tushar has written more than 500 articles, blogs and journals. He writes on various HR related issues that includes but not limited to Automation of HR Management, Performance Management, Objective Setting for Employees, best practices for recruitment, Employee Engagement, and Employee Retention. On an average his blogs are read about 2 Million professionals annually

A Marathon after Office

Outside work his interests include spending time his family, running and reading. Tushar is an active marathoner and participates in National Level Marathons.

When he's not on his work desk, he loves traveling, spending time with family, and playing chess with his 10 years old son.

SUBMISSION FOR NOMINATION

I, Gireesh Sharma - the author of the above narration, vouch for Tushar's immense struggle in the field of HR Technology and nominate him for an award for his "Outstanding Contribution to HR Technology".