

Karin FLODER, MSc

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Junior HR Controller | Junior Reward Manager | Junior People Analyst

MSc-level educated Junior HR Controller and Junior People Analyst who discovered her passion for HR late and previously worked among other things as a data analyst for three years and as a personnel consultant for one year. As a number-related person, the focus is on sub-areas such as HR Controlling, Compensation & Benefits, and People Analytics. Enthusiastic about gaining practical experience in these areas, learning new things, and providing insights with data. Innovative problem-solving skills, hands-on mentality, analytical and strategic way of thinking, as well as the holistic perspective and a deep understanding of the dependencies within an organization were valued by superiors. Reliable, persevering, thriving in new and diverse environments, with a growth mindset. Ready to move for the job to thrive and support the organization in its future development.

WORK EXPERIENCE

Educational Sabbatical – Master studies

Personnel consultant / Recruiter for IT and Engineering

07/2017 – 01/2018

Otti Personalmanagement KG (Vienna, Austria)

fixed-term contract

- Designed job descriptions and competence profile to meet specific needs in accordance with client
- Preselection of highly qualified candidates
- Performed up to 40 interviews a week (in person, by phone, by video call)
- Drafted and published appealing job adverts
- Authored informative candidate dossier with the key facts

Educational Sabbatical – Bachelor studies

Internship Personnel Consulting

05/2016 – 08/2016

Pers-Con Personal Consulting GmbH (Vienna, Austria)

fixed-term contract

- Researched in databases, job portals, and networks
- Conducted telephone and personal interviews
- Communicated with clients and applicants
- Drafted and published appealing job adverts
- Authored candidate dossier

Educational Sabbatical – Bachelor studies

Analyst / Fraud Management

04/2009 – 12/2014

Card Complete Service Bank AG (Vienna, Austria)

- Investigated claims and complaints of fraudulent transactions
- Analyzed fraudulent transactions and installed preventive measures
- Analyzed transactions of at-risk companies
- Drafted and visualized periodic statistics and ad-hoc reports
- Authored information and management summaries of statistics and reports
- Association with VISA International and MasterCard Worldwide

Different jobs: Clerk, Customer Service, Cashier (Vienna, Austria)

no date

- Customer service (by phone, in person, and in writing)
- Administrative and organizational tasks
- Complaint management
- Training of new employees and support staff with other questions

CORE COMPETENCIES and ACHIEVEMENTS

People Analytics. Draw up suitable diagrams with the crucial information, formulate hypotheses, test basic parametric data assumptions, and select the correct analysis. Collecting and compiling data from various sources. Understanding of descriptive and inferential statistics and performing parametric and non-parametric tests. Use different types of correlations (bivariate, partial, comparative), regressions (single, multiple, logistic), comparing two and more means (ANOVA), ANCOVA, factorial ANOVA, MANOVA, repeated-measures design, and the multilevel analysis. Analyzed large data sets, drafted and visualized periodic/ad-hoc reports and statistics.

HR Controlling. Collect and compile large data sets from various sources. Created, analyzed, and interpreted KPIs and data to provide insightful periodic and ad-hoc reports. Provided detailed data-informed recommendations to improve HR practices and processes. Visualize data with suitable diagrams and the crucial information with Tableau, Power BI, and Excel and designing an intuitive Dashboard with the relevant information for managers. Use of storytelling in the presentation of findings in order to put data in context and underline recommendations for action.

Compensation & Benefits. Formulate and analyze reward strategies and policies. Design and evaluate salary ranges, bonus structures, and attractive benefits programs. Market and peer companies benchmarking. Comply with statutory and regulatory requirements.

HR Management. Familiar with all sub-areas of Human Resources. Designed and planned the implementation of several HR projects and consulted HR Business partners during the realization of these projects as part of my studies curriculum. Managed un-/expected challenges by adapting the process. Used all available data to arrive at a fact-based decision and provided data-informed recommendations.

Business Management. Developed or revised and implemented efficient processes. Designed and planned organizational change projects as part of the studies curriculum. Coordinated company and HR processes.

Process design. Optimized a work process to double the contact rate and reduced the error rate by 75%. Designed new and streamlined existing processes. Conceptualized practical checklists for complex tasks.

Technologies. MS Office (Word, Excel, PowerPoint), SAP, SPSS, R Studio, HLM, Qualtrics, Power BI, Tableau, Mailminder;

Language. German: Native Speaker; English: Professional working proficiency.

EDUCATION

Tilburg University (Netherlands) Premaster and Master study – Human resource management Thesis title: “How a Commitment-Based HR System Influences the Relationship between Self-Monitoring and Knowledge Hiding Behavior: A Multilevel Study.”	08/2018 – 08/2020 Overall grade: 7.5 ISCED 7
FH Wien University of Applied Sciences of WKW (Austria) Bachelor study – Human resource management and organizational change Thesis title: “Erfolgskritische Einflussfaktoren bei der Auswahl von MitarbeiterInnen in Hinblick auf eine Auslandsentsendung. Eine qualitative Erhebung der Sichtweise von Wiener PersonalistInnen.”	09/2014 – 07/2017 Overall grade: 2.1 ISCED 6
Humboldt Matura Schule (Austria) High School diploma (Berufsreifeprüfung)	09/2005 – 06/2008 ISCED 4
Bellaflora Gartencenter GmbH (Austria) Apprenticeship diploma: Garden center clerk (Dual education)	09/1998 – 08/2001 ISCED 4

ADDITIONAL TRAINING and CERTIFICATIONS

WIFI Wien SAP for Human Resources	03/2021
Coursera (Online University Classes) Various lectures and seminars: Programing R, Compensation & Benefits. Various lectures and seminars: HR Analytics, Statistics, HR Controlling.	continuous since 2018
HR Analytics Academy <ul style="list-style-type: none">HR Analyst, HR Analytics Lead, Strategic HR Metrics	11/2017 – 01/2018 ISCED 5B
FH Wien University of Applied Sciences of WKW (Austria) (as part of the bachelor studies) <ul style="list-style-type: none">Apprentice trainer certificationTrainer certification	attained 2017
WIFI Wien Seminar in: <ul style="list-style-type: none">Human Resource Generalist Professional(Austrian) Labor law expertPayrollHuman Resource Management Generalist	10/2011 – 07/2014 ISCED 5