

## Janani Iyer

Janani Iyer is a first year MBA candidate at the University of Wisconsin- Madison, specializing in Strategic Human Resources Management; she holds a SHRM-CP. Previously, she attended University of Illinois at Chicago where her academic focus was on applied psychology.

During her undergraduate studies, Janani interned with the Counseling Center of Illinois, where she helped administer remedial education for adults with suspended licenses due to DUI convictions. In this role, she not only gained exposure to how organizations hire the right talent to deliver critical services but also learned to design creative approaches to keep participants engaged with mandated material. This experience sparked her interest in industrial psychology and deepened her curiosity about the factors that influence human behavior in organizational settings—particularly what drives people to remain motivated and engaged at work.

After graduating, Janani transitioned her interests into the field of Human Resources, beginning her career in Talent Acquisition at Mount Sinai Hospital. There, she gained firsthand experience in building an employer brand, managing applicant tracking systems, and conducting effective initial phone screens. She then joined Stanley Security Solutions, where she deepened her understanding of how HR supports organizational goals and influences every stage of the employee lifecycle. Following this role, she became an HR Generalist for a well-known restaurant group in the Chicagoland area, where she successfully led the human resources operations function for two established locations while spearheading the HR function for a new restaurant opening. Most recently, Janani led an HRIS implementation at a healthcare nonprofit, an experience that underscored for her the importance of aligning technology with people-centered processes. This project taught her that successful HR strategy requires balancing operational efficiency with a positive employee experience.

While pursuing her MBA, Janani aims to deepen her ability in the technical elements of HR, with a focus on using analytics to inform decision-making and building strong business acumen. Her goal is to transition into a role as an HR Business Partner, where she can combine her operational experience with newly developed strategic skills to drive organizational success. In her free time, Janani enjoys performing and teaching Indian classical music, and playing tennis.