

Aman Poddar

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[LinkedIn](#) | [Website](#)

Profile

Incoming MA/PhD student in Industrial-Organizational Psychology at the University of Nebraska at Omaha, beginning Fall 2026. I have a Computer Science background and practical experience in software development, machine learning, behavioral data, and organizational analytics. My work connects technical systems with workplace behavior, employee well-being, leadership, and ethical use of AI in organizations.

Research Interests

- Human–AI interaction and creativity at work
- AI-assisted personnel assessment and interview evaluation
- Workplace behavior, leadership, and employee well-being
- Behavioral analytics and organizational decision-making
- Ethical and transparent use of machine learning in organizations
- Quantitative methods, survey research, and applied organizational research

Education

Beginning Fall 2026

University of Nebraska at Omaha – Omaha, Nebraska, USA

Incoming MA/PhD Student, Industrial–Organizational Psychology

2018 - 2023

Amrit Science Campus, Kathmandu, Nepal

BSc. Computer Science and Information Technology

Percentage: 76.64%

- Relevant Coursework: Statistics, Research Methodology, Data Science, Machine Learning, Linear Algebra, Technical Writing, and Principles of Management.

Professional & Research Experience

JULY 2025 - JULY 2026

Garzu, Kathmandu, Nepal - *Software Developer*

- Worked on AI and software systems related to organizational compliance, behavioral analytics, and team decision-making.
- Designed APIs and scalable backend systems using FastAPI, AWS, and database-driven workflows.
- Contributed to AI-supported interview and assessment tools with attention to behavioral evaluation and organizational fit.
- Collaborated with technical and non-technical stakeholders to connect software systems with practical organizational needs.
- Supported team coordination, technical planning, and applied problem-solving across AI and compliance-related projects.

APRIL 2024 - DECEMBER 2024

Hybrid, Kathmandu, Nepal - *Python Web Developer & Organizational Analyst*

- Developed automated reporting systems that reduced manual workload and improved workflow efficiency.
- Applied behavioral and operational data analysis to support employee engagement and performance-related insights.
- Collaborated with leadership to interpret data and identify opportunities for process improvement.
- Supported remote-work and organizational development initiatives focused on engagement, productivity, and well-being.

JULY 2023 - MARCH 2024

Upaya, Kathmandu, Nepal - R&D Engineer

- Worked on machine learning, OCR, automation, and internal data systems for operational and HR-related workflows.
- Fine-tuned and tested AI-based components for employee-related assessment and document analysis tasks.
- Automated document analysis and HR workflows, improving efficiency and reducing manual processing.
- Contributed to employee engagement and stress-assessment initiatives connected to workplace well-being.
- Built data extraction and automation workflows using Python and related tools.

APRIL 2023 - JUNE 2023

Upaya, Kathmandu, Nepal - R&D Engineer Intern

- Researched OCR and data analysis tools for employee data verification and administrative workflows.
- Studied resource allocation and performance trends to support team-level decision-making.
- Assisted with early-stage research and development tasks involving automation and workplace data.

Research & Leadership Activities

JAN 2025 - PRESENT

I/O Psychology Nepal, Kathmandu, Nepal - Member

- Support Nepal's first I/O Psychology community through knowledge sharing and professional discussions.
- Organizing weekly knowledge-sharing sessions to promote awareness of I/O Psychology across academia and industry.
- Delivering talks and consultation sessions to companies on workplace well-being, leadership, and organizational development.
- Facilitating cross-disciplinary collaboration between psychology professionals, HR experts, and data scientists to advance evidence-based organizational practices in Nepal.

JULY 2025 - JULY 2026

Gurzu, Kathmandu, Nepal - AI & Organizational Compliance Projects

- Worked on projects connecting organizational compliance, ethical decision-making, behavioral analytics, and AI-supported workflows.
- Contributed to frameworks for employee accountability, leadership communication, and transparent decision-making.
- Supported feedback and reporting systems intended to improve organizational clarity and documentation.

APRIL 2023 - MARCH 2024

Upaya, Kathmandu, Nepal - Employee Engagement Committee

- Organized a national-level workshop with psychologists on stress and productivity and workplace well-being.
- Supported post-event survey analysis involving participant feedback and satisfaction trends.
- Contributed to engagement-related discussions and workplace well-being initiatives.

Academic Project

[Phishing Defense: A Machine Learning Approach](#)

- Built an ML-based Chrome extension using Flask and Random Forest to detect phishing URLs.
- Connected cybersecurity decision-making with human judgment, risk perception, and workplace behavior.
- Developed the project as a bridge between technical machine learning work and behavioral research interests.

Research Methods & Technical Skills

- **Research & Organizational Skills:** Survey design, behavioral data analysis, employee engagement analysis, workplace well-being, organizational development, technical writing, research writing, and applied problem-solving.
- **Technical Skills:** Python, FastAPI, Django, REST APIs, SQL, MongoDB, AWS, web scraping, data analysis, machine learning, scikit-learn, Matplotlib, OpenAI, LangChain, Llama, Hugging Face.
- **Programming & Tools:** Python, C/C++, MySQL, MongoDB, Git, cloud-based deployment, backend development, and automation workflows.
- **Professional Skills:** Research, writing, communication, leadership, teaching, collaboration, and interdisciplinary teamwork.

Selected Certifications

- [Foundations of Positive Psychology \(2024\)](#), *University of Pennsylvania (Coursera)*
- [Professional Skills for the Workplace\(2024\)](#), *UC Davis (Coursera)*
- [Organizational Behavior\(2024\)](#), *Udemy*
- [Understanding Research Methods\(2024\)](#), *University of London (Coursera)*
- [Emotional Intelligence \(EQ\) Practitioner Cert \(ACCREDITED\)\(2024\)](#), *Udemy*
- [Fuse AI Fellowship 2024](#), *Fusemachines, AI Scholarship*
- [Generative AI with Large Language Models\(2023\)](#), *Coursera, DeepLearning.AI and AWS*
- [Machine Learning \(2022\)](#), *Coursera, DeepLearning.AI and Stanford University*

References

Available upon request.