

An astute HR professional having Extensive experience of Managing HR, IR & Admin function for Corporate and Factories of reputed Organisations in Manufacturing and Service Sector and created superior business performance

CAREER SYNOPSIS

- Over 20 years of experience in Handling HR & IR challenges in Leading Multi National Organizations into **Manufacturing and Service Sector**.
- Successfully Executed Manufacturing HR, Corporate HR, Admin and ER role.
- **Assisted Organization in their Acquisition, compliances and & HR transformation project for new entity.**
- Excellent Track record and exposure of conceptualizing and implementing best **HR policies, practices and systems to attract best of the talent.**
- Successfully implemented **Strategic HR initiative SEEDS** (Strategic Employee Engagement and Development Support) intended to bring HR Efficiency and People development.
- Worked extensively on **creating Talent pool** through focused intervention on talent identification. Drove Program **high potential** program – **ASCEND** and **MYLES** at Piramal and CRIP at USV. Assisted competency framework and Development center roll out at USV.
- Implemented Performance Management System (PMS) for multiple organizations with focus on better performance, realization of Organizational objectives, people development fair reward and recognitions.
- Implemented Compensations and benefits program including pay for performance.
- Supported Business through successful **implementation of various OE projects for cost optimization, quality and safety improvement** (Employee Engagement Initiatives). This not only resulted in identification of talent but also Saved Cost to the tune of Crores.
- Developed an effective Key **Employee retention Development and Retention** Model.
- Versatile Talent Acquisition experience. Trained on psychometric testing.
- Proactive in handling **Industrial relations/ Employee Relations**. Kept good IR scenario. Involved with Long Term Settlement (LTS) with Unions.
- **Instrumental in setting up HR and Admin function in new projects. Dealt with multiple Governments, statutory and local bodies for getting approvals related to these projects.**
- **Handled Workforce for Diverse geographies – India, US & Srilanka. Workforce ranges from 1000-4000 employees.**
- Strong people connect, Sharp Analyst, Effective Team Leader, Strong Problem Solving and Decision Making skills

Associated with Fine Jobs India (Pvt.) Ltd. (Jan 2018 onwards)/ Founded **UbiQ Talent Solutions** as Principal Consultant – Assisting Multiple clients in their Talent Acquisition & Management, L&D and HR transformation assignments. Special project handled for Olon Spa (an Italian MNC) in their acquisition (of Sandoz India facility) and legal transition work in India. Also served Enaltec Labs in Corporate HR and Consulting role.

Piramal Group (Glass Division), Vadodara (Jan 2016 – April 2017): General Manager – CHR – Reporting to President HR (Glass Business). Glass Division is the part of **Piramal Group**. The business has four manufacturing facilities in India, Srilanka and US.

I was Responsible for Corporate HR function for the business. Handled following Key projects Successfully and implemented following programs for the business.

- **SEEDS** – Project intended to bring HR efficiency, Talent Development and Employer Branding.
- Implementation of **HRIS** powered by **Oracle**. Implemented modules for Learning, Goal Setting, PMS, Talent Acquisition and Talent management.
- Conducted Entire PMS cycle from setting up of business KRAs, mid-year and annual review and performance reward.
- Talent Acquisition for the business. Used psychometric profiling.
- Learning and Development for the business including Hi Potential program - **ASCEND and MYLES**. While **ASCEND** was implemented through COE and Aon-Hewitt, **MYLES** was conceptualized and implemented by me.
- **Digitization** – Implemented this project of converting all Training Modules into digital form and implementation across all business.
- Employee Engagement Survey '**Bandhan**' – Conducted for the business. Follow up and corrective action implementation for improving the employee experience.
- '**HR Dashboard**' – Monthly HR review of all locations to measure the performance on Key Performance Indicator.
- Propagation of Piramal values and Success Factors (PSF) to bring cultural homogeneity and success.

Alkem Labs Ltd. Mumbai (Corporate Office) - (Pharmaceuticals) (Feb 2015 – Jan 2016): General Manager – HR (HRBP Manufacturing) Reporting to President HR.

I was responsible for HR function across four Locations - HP, Gujarat, Daman and Sikkim.

Supported Corporate & Manufacturing Operations:

- Key Talent hiring for the manufacturing locations.
- Creating a culture for Performance: Effectively run the end to end PMS cycle from Goal Setting to performance reward.
- Conceptualized and introduced **Balanced Score Card and ePMS**
- Training intervention for Key resources for bringing cultural change.
- Brought changes in the leave policy and OT policy in tune with industry practice.

USV Limited, Mumbai (Corporate Office), (Pharmaceuticals) (Dec 2010 – Jan 2015): Asst General Manager – HRBP Manufacturing, Reporting to Sr. Vice President (Head) HR

I was responsible for 5 Plants located in Mumbai/Maharashtra, HP and Daman.

Important Contributions:

- Setup a Green field project at Baddi. Rolled out HR policies, practices, systems and SOP for the new Unit. Obtained all necessary statutory and legal approvals from various agencies.
- Effectively and efficiently completed the talent acquisitions for the new project.
- Some of the successful programs introduced are – **CONCLAVE** - Employee engagement which resulted in productivity, quality compliance, Cost and safety improvement.
- Long Term Settlement with Union. Industrial and Employee Relations.
- **CRIP** - A retention and development tool for Key resources.
- **ICS Index** – Internal customer program for all stakeholders.
- **Competency framework rollout** in association with pwc for creating internal talent pool.

Other Organizations Worked:

Surya Pharma, **Chandigarh** (2008 - 2010) – Factory and Corporate HR Role

Spice Digital, **Parwanoo** (2006-2008) – PAN India Corporate **HR Operations** Role

Glenmark Pharma, Baddi and Goa (2006- 2006) – Factory HR Role – A regulatory approved plant, Key role included setting HR function for new project, Recruitment, L&D Systems, PMS, Admin and Employee Relations.

Unichem labs Ltd, Baddi (1998 –2004) – Factory HR and ER Role – This was a regulatory approved plant. Key contribution included set up HR function, Recruitment, Training and Development, PMS, Employee Relations and creating a culture of total engagement. The Unit was widely recognized for conducive culture and best practice in employee engagement.

Nahar group, Lalru (1994-1998) – Factory IR Role, handled large workforce and implemented HR automation projects.

Awards

- **CII National cluster award for Key Employee retention and Development Model**
- **The HRD Congress (Mumbai) Award for Innovation in HR**

Training & Certification

Certified by Thomas International 2012 – Psychometric Profiling of People

Compensations Practices and Benchmarking – Tower Watson Mumbai 2014 & Merrit

Great Place to Work - 2013

Recruiting the Winners – Nigel Copsey

Competency Framework - PWC

Assessor Training by Price water house coopers (PWC)

PROFESSIONAL AND ACADEMIC QUALIFICATION

- Post Graduate Degree in HR&IR – Master of Social Works (MSW) (02 yrs. Full time course), Institute of Social Sciences, Agra
- B.Sc. :1991: Agra College Agra : Physics, Math and Statistics

DOB – 26-12-1971

Current Location: Navi Mumbai, A-104, Crystal Court, Hiranandani Estate, Sector-7, Kharghar - 410210

Location Preference – Chandigarh