### Nitinbose Vaidya

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### **Professional Synopsis:**

### Human Resource professional over 25 years of enrich experience through various cross sections of the industry like Automobile, PrecisionMetrology, Poultry and Poultry Feed mfg. and Packaging Industry. The experience in Human Resource which driving change initiatives, influencing across levels and partnering with leaders for transforming delivering results to improve individual as well as team efficiency.The journey has been exciting and exposing me for various HR domain.I am Certified Thomas International Psychometric assessor.

**Previous Experience:**

M/s. Hassia India Packing Private Ltd, Pune member of Rovema Group Company, Germany (Formerly IMA Group Company, Italy)(April 2018 to April 2021)

I worked as aHead HR & Admin and responsible Human resource department. The company is automation industry which manufacturing of various type of Vertical Form Feeling Seal Packaging (VFFS) Machine manufacturing for application like all type of Detergent, Dairy, Spices, Agro Chemical and other various products etc.

1. Role enrich me to bring performing culture, find and implement various competence base re-structuring scenario,
2. Introduced various employee engagement programs to motivate employee.
3. **Introduced Spot Recognition scheme to create competitive culture among the employee like ‘’customer centric approach, think ahead, above and beyond and show creation of value engineering’’.**
4. **Long pending Union stabilization in terms of set of a union productivity base wage agreement and implementation thereof.**

M/s. Baker Gauges India Private Limited, Pune (1st April 2014 to 31st March 2018)

I was worked with Baker Gauges India Private Limited as a Head Human Resource and Admn.Baker Gauges having two plants in Pune and having more than 500 employees including permanent staff, permanent workmen and contractual. Company is in to manufacturing of Precision Metrology Instruments.

1. Assisted for key talent hiring successfully
2. **Successfully completed negotiations for the wage agreement with the union without disturbing production activity.**
3. **Successfully installed discipline through convincing and disciplinary actions.**

**M/s.Japfa Comfeed India Private Limited, Pune (21st July 2008 to 31st January 2014)**

M/s.Japfa Comfeed India Private Limited, is an Indonesian based MNC and part of International Division situated at Singapore. The company has in various business sectors around the Asian countries like India, Viatnam, Maynmar and China. This company is having four Poultry Feed manufacturing plants, three Breeding Farms & Commercial Poultry business at all over India. The company has his own corporate office at Pune. Japfa India has given employment around 700 permanent employees including 16 expatriates plus 1500 contractual employees across all the operations.

##### **Key Career Achievements Japfa Comfeed India Private Limited**

1. Responsible revamping HR function and Introduced, recommended & implemented HR Policies, Standard Operating Procedures and workflows to support a changing business environment.
2. Find out poultry base institutes and tied up with them for fresh skilled resource manpower to build-up succession planning.
3. Introduced continual learning program, training program across the organization.
4. Key role player in hiring leadership positions.
5. To work with Divisional HR and local management, that supports to achieve country’s business goals and corporate HR strategies.

**M/s. Baker Gauges India Private Limited, Pune (14th July 2004 to 15th July 2008)**

Baker Gauges India Private Ltd, Pune is engaged and is pioneer in manufacturing of engineering Precision Gauges and has its presence globally exporting to more than 50 countries. The company has given employment to 100 staff including General Managers, Managers, officers and 126 permanent Workmen, 25 Temporary Workmen and 30Casual Labours.

##### **Key Career Achievements at Baker Gauges India Private Limited**

1. Introduced and update Performance based Appraisal System which has been recognized as a benchmark system in the company and developed performance link compensation package.
2. **Reduction in high salaried workmen (Non-Productive) through careful and proper settlement accepted & achieved targets from management in reduction of manpower**
3. **Successfully negotiated & signed wage agreement with Introduction of productivity and dispatched linked incentive.**

**M/s. Piaggio Vehicles Private Limited (01st September1993 to 10thJuly 2004)**

Worked with Piaggio Vehicles Private Limited at Baramati since September 1993. (Earlier it was Greaves Ltd., Auto Unit) engaged in manufacturing Diesel Three Wheelers known as a brand name APE. The Company has given employment to 250 Staff & Managers, 200 of permanent workmen, 400 temporary workmen, and &180 Contract labors.

**Key Career Achievements at Piaggio Vehicles Private Limited Baramati:**

1. Introduced temporary Recruitment system
2. **Involved in the formation of Works Committee &formed an Internal Union through the same medium**
3. **Active Participation during wage agreement with union.**
4. **Transformed the attitude of maximum workmen by giving the training to workmen & their families**
5. **Introduced new scheme of Trainees like Technical Job Trainees (TJT) and Technical Engineering Trainees (TET) for CNC Shop and R & D Dept.**
6. Payroll administration

**Professional Areas Handled**

* HR Strategic Planning, Policy, organization restructuring
* Talent Management
* Performance Management
* Compensation& Benefits- Design, administration
* Employee Training
* **HR Operations-Multi Unit Management**
* **Employee Relations/Union Management**
* Administration-Canteen, guest house, security

**Professional Certification:**Certified Psychometric Test Assessor – Thomas International