

DEBASHISH MAJUMDAR

WORK EXPERIENCE	
Divisional Sales HR Manager, West Division, Marico Ltd Mumbai: Aug 2016- present	HR Business Partner for Sales, West Division comprising Maharashtra, Gujarat, and Western MP. Responsible for end-to-end employee lifecycle and recommending solutions to business problems through human capital insights. No. of reportees: 7
HR Manager, Factories, Marico Ltd. Jalgaon, Maharashtra Mar 2014- Aug 2016	<ul style="list-style-type: none"> HR for Staff, Workmen, & Contract Labour in the Jalgaon & Paldhi plants. Led a team of 6 Long Term Settlement (LTS) with Workmen Union: Deliverables included Workmen profiles (Age, Experience, Grade, etc), Value created against wages rise, CPI, WPI, Interest Rates, Minimum Wages, Benchmarking, Market Positioning, Historical Analysis, Benefits, Year-Wise Loading, Gross Exit, Weighted Average, Salary components & the resulting Tax Impact, % CAGR LTS with Mathadi (Loading/ Unloading people): Job Analysis, Time Motion Study, Piece Rate, Benchmarking, Historical & Trend Analysis Budgeting: <ul style="list-style-type: none"> Manpower Planning & Budgeting, additional position approval, level change, analysis & finalization of increment levels, communication of the same Fixed Overheads (FOH) budgeting, controlling spends, historical analysis, benefits Capital Expenditure (CEP) budgeting, decision notes, CEP approvals
HR Manager, L&D and OD CoE, Marico Ltd. Mumbai: May 2013- Mar 2014	HR Specialist in the Centre of Excellence Function of Learning & Development and Organization Development. Key Deliverables included Member Development, Potential Evaluation, & Career Growth; Assessment & Development Centres; Culture & Values; Communication; Engagement Survey & Action Planning; Wellness; Fun at Work
Management Trainee, Marico Ltd All India: Jun 2012- May 2013	Explored generalist & specialist profiles in the FMCG space. Key experiences & contributions were in Urban & Rural Sales Stints; HR Ops- Approval Authority Matrix; Manufacturing- Capability Building and Training Calendar Standardization; HR Dashboard; Assessment Centre

EDUCATION			
XLRI, Jamshedpur	MBA in HR	5.52/8	2012
BITS, Pilani	B.E. (Hons.) Chemical	7.04/10 (First Division); Tata Millennium Scholarship holder for 4 consecutive years	2010
Loyola School, Jamshedpur	Class XII (ISC)	90.5%	2006
Loyola School, Jamshedpur	Class X (ICSE)	90.2%	2004

SUMMER INTERNSHIP	HAY GROUP	Apr, 2011 – May, 2011
Live Project Client: Supplier: Global FMCG & Tech Cos.	<ul style="list-style-type: none"> Conceptualized and delivered self-learning modules on Career Development Appreciated for developing coaching videos for competency behaviour in action Designed Dashboard for CMD and Development Tracker for top managers Conducted workshops with my guide as part of ongoing client deliverable 	
Research Project	<ul style="list-style-type: none"> Developed Point-of-View on performance management in chemicals sector Interviewed Hay Group domain experts to get to specific organizational challenges 	

LIVE PROJECTS INTERNSHIPS WORKSHOPS	
Tata Motors Ltd.	Assessment Centre : co-designed and assessed for 18 professionals at XLRI; 2011
Larsen and Toubro	Design and Evaluation of training modules including ROI calculation ; 2011
ONGC Essar Power Tata Steel	Technical Internships for 6 months, 2 months and 1 month respectively; 2008-09 Managed the simulations for ONGC's Gandhar oil and gas field

POSITIONS OF RESPONSIBILITY

ENSEMBLE Core Team (XLRI Annual Fest); 2011	<ul style="list-style-type: none">▪ Garnered contacts and sponsorship contributing to corpus of Rs. 33 lakhs, 71% incr.▪ Fest established among top 5 mgmt fests; 200 outstation participants across 43 events
Placement Committee, BITS, Pilani; 2010	<ul style="list-style-type: none">▪ Coordinated with representatives of visiting companies▪ 400 students were placed
Event Coordinator: BITS Fest: APOGEE	<ul style="list-style-type: none">▪ Conceptualized maze solving (REBUS- Online Event) and quiz; 2009▪ Organized and Anchored Case Study Competition on live industrial problems
Erstwhile Positions (BITS, Pilani; 2006-08)	<ul style="list-style-type: none">▪ Coordinator, Liaison and External Logistics, National Service Scheme (NSS); 2008▪ Core Team Member, Apogee English Press, conducted events in APOGEE; 2007

Areas of Strength: Analytical Skills | Conceptual Skills | Planning | Execution Focus | Systems driven thinking | Influencing | Communication | Negotiations | Team Management | People Understanding | IT Understanding

Areas of Development: Legal Compliances | Empathy

Languages known: English, Hindi, Bengali, Marathi, Oriya

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