

SHYAM MARAMPUDI

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A versatile leader with a successful track record, targeting **strategic/ leadership** roles across **HR Processes in Corporate Sector** with an organization of repute; preferably in **Hyderabad/ South India**

Core Competencies

Strategic Planning & Integration

Strategic HR Leadership

Talent Management

Organizational Development

Industrial Relations Expert

Change Management

Global HR Processes

Cross-functional Collaboration

HR Policy Development

Performance Management Systems

Compensation and Benefits

Employee Engagement

Succession Planning

HR Analytics and Metrics

Compliance and Regulations

Stakeholder Relationship Management

Training and Development

Education



PostGraduation in HRM

Indian Institute of
Management Calcutta (IIMC)



M.Sc.

Osmania University



B.Sc.

Kakatiya University,
Khammam

Profile Summary

- Seasoned HR leader with 2 decades of extensive exposure, excelling in driving business outcomes through strategic people management initiatives.
- Proficient in orchestrating the strategic design and implementation of talent frameworks, organizational structures, cultural initiatives, and streamlined processes to align with overarching business objectives.
- Demonstrated international leadership, with a notable tenure in Shanghai, China, and a track record of managing high-impact HR projects spanning diverse markets across the Asia Pacific region (Singapore, China, Hong Kong & so on).
- Proven track record of leading organizational growth, notably expanding Biological E site capability from 2000 to 6000 headcount while spearheading compensations, talent management, change management, and organizational development.
- Facilitator of impactful change management programs and visioning exercises across diverse cultures in the US and India.
- Internal coach for line functions and leaders, driving career development and succession management initiatives.
- Recognized for agility and adeptness in integrating into global teams across the US, APAC, and Europe, managing projects and teams effectively.
- Committed to ensuring compliance with industry trends, employment laws, and HR best practices, while continuously driving improvements in HR processes and services.
- Partnered with CXO team in Business Restructuring and aligned human resources with the new structure; managed and led various strategic HR projects/organization change initiatives that impact the employee life cycle.
- Formulated partnerships across the HR function to deliver value-added service to management and employees that reflects the business objectives of the organization.
- Led a cultural transformation that emphasized results and accountability that contributed to the company turnaround, including increased productivity, quality, and employee engagement while decreasing turnover.
- Developed and implemented programs designed to achieve strategic, business, and operational goals; and advised senior leadership on matters that include talent acquisition, performance management, strategic planning, policy, staffing, compensation, and succession planning.

Certifications

- C&B
- Labor Laws
- Data Analytics
- Crucial Conversations
- Advanced Excel
- Thomas Profiling



Career Timeline (recent 5 organizations)



Soft Skills

Negotiation & Conflict Management

Visionary & Decision Making

Good Listener & Communicator

Team Building & Interpersonal Skills

Leadership & Delegation

Personal Details

Date of Birth: 10th Aug 1978

Languages Known: English, Hindi, Tamil & Telugu

Work Experience

Since Nov'23 | DGM - Human Resource (Biologics Head HR) | **Hetero Drugs**

Key Result Areas:

- Spearheading budgeting processes encompassing manpower planning, recruitment, training, and welfare initiatives, ensuring alignment with organizational objectives.
- Conceptualizing and refining HR policies and procedures to enhance organizational effectiveness and bolster employee satisfaction.
- Leading talent management strategies, encompassing talent review, identification, and competency assessment to foster robust pipeline for critical positions & minimize talent gaps.
- Implementing robust performance management systems linked with business KRA and rewards, facilitating individual development plans and career growth.
- Orchestrating compensation management strategies to maintain cost-effectiveness while attracting and retaining top talent.
- Championing employee engagement activities, fostering transparent communication, and swiftly resolving grievances to uphold organizational values and culture.
- Developing innovative recruitment strategies to attract top talent.
- Implementing comprehensive employee training programs for skill enhancement.
- Streamlining performance evaluation procedures to ensure efficiency.
- Enhancing diversity and inclusion initiatives within the corporate framework.
- Collaborating with senior management on refining HR policies for optimum organizational performance.

Apr'22-Oct'23 | DGM - Human Resource | **Indian Immunologicals Limited (IIL)**

Major Highlights:

- Provided oversight for operations at all three manufacturing plants within IIL.
- Managed key human resources functions including Compensation & Benefits (C&B), Learning & Development (L&D), Payroll, and general HR activities.
- Led the development of a comprehensive People Strategy encompassing Engagement, Organizational Design, Productivity Enhancement, and Talent Management.
- Offered solutions to address challenges related to managing talent and handling people-related issues.
- Designed and implemented digital learning solutions to enhance employee capabilities.
- Monitored, controlled, and improved the productivity of employees across all plants.

Jul'17-Apr'22 | AGM- Human Resource | **Biological E Ltd.**

Major Highlights:

- Led the Total Rewards function for Emerging Markets in APAC.
- Functioned as a Rewards Business Partner, offering guidance and solutions to P&O Heads and Business Heads for managing business needs.
- Supported countries in the rollout of global rewards projects by collaborating with P&O and business teams.
- Provided Rewards job offer support for new hires, including ESOP buyout evaluation.
- Reviewed, designed, implemented, and communicated benefits programs and activities.
- Conducted robust analysis of market data and workforce demographic trends.

Previous Experience

Apr'16-Jul'17 | Manager- Human Resource | **Sai Life Sciences Ltd.**

Feb'13-Mar'16 | Manager HR | **Indian School of Business**

Mar'11-Feb'13 | Analyst-MS Team (GV APAC) | **ADP Pvt. Ltd.**

Jul'05-Mar'11 | Executive - Human Resource | **RK Pharma Chem**

May'04-Jul'05 | Associate | **Jubilant Chemsys Ltd.**