



## PROFILE AND TO OFFER.....

**Over 24 years of HR experience in various aspects of HR / Employee Life Cycle Management**

HR career progression has been blend of working with different industries viz., ITeS, BPO / KPO, Financial Services / Captive BPO, Manufacturing (Corporate Governance) and Infrastructure domain , giving fresh HR perspective

## LEADERSHIP SKILLS

- ✓ Knowledge of business, HR and organizational operations
- ✓ Strategic thinking and critical / analytical thinking
- ✓ Decision making
- ✓ Good in dealing Emotional Quotient, Adverse Quotient
- ✓ Leading change
- ✓ Effective communication, Credibility
- ✓ Result oriented and drive for performance
- ✓ Ethical behaviour
- ✓ Persuasiveness and ability to influence others
- ✓ Flexible in adapting changes and a quick learner

Attained highest professional Indian Degree (**Doctor of Philosophy (PhD) in Conflict Management** should be able to contribute enough in providing unparalleled services in the area of Human Resource / Conflict Management

## FUNCTIONAL ABILITIES

- ✓ Head HR / Lead HR / HRBP / BU-HR
- ✓ Span of control 4500 + associates

*Objective is to lead full spectrum  
HR Function*

**Ch. R B (Alias) Kalyan Ram**  
(**PhD** in Human Resource Management)

## EDUCATION

**Acharya Nagarjuna University, Guntur, Andhra Pradesh**

Doctor of Philosophy (PhD) in Human Resource Management, 2018

**Andhra University, Visakhapatnam, Andhra Pradesh**

Master of Human Resource Management (MHRM), 1997, Bhimavaram

Bachelor of Business Management (BBM), 1995, Visakhapatnam

Bachelor of Science (BSc), 1992, Visakhapatnam

**Ranchi University, Ranchi, Jharkhand (erstwhile united Bihar)**

Intermediate of Science, 1987

**Central Board of Secondary Education (CBSE), Ranchi, Jharkhand (erstwhile united Bihar)**

Kendriya Vidyalaya - Class X, 1985

## WORK EXPERIENCE

 **Visaka Industries, Associated as Vice President- HR (Head HR), Hyderabad** handling Gr. Portfolio's comprising of Building Materials, Textile Yarn and Renewable / Sustainable Energy Products / New Age Projects, Hyderabad; Dec 2020 to Present

**NSL Textiles and NSL Infrastructure Div., Head HR, Hyderabad;** May 2017 to Dec 2020, 3.7 Yrs.

**KFin Technologies, Deputy General Manager – HR, Hyderabad;** Aug 2011 – May 2017, 5.9 Yrs.

**MPS Limited (A Macmillan Company), Associate General Manager – HR, Chennai;** Feb 2006 – Aug 2011, 5.6 Yrs.

**Apex CoVantage, Manager HR, Chennai ;** Sep 2005 – Feb 2006

**Thomson Digital (The India Today Group), Manager – HR, NOIDA and Chennai;** May 2001 – Sep 2005, 4.4 Yrs.

**Indo-American Software Solutions, Sr.Executive-HR, Visakhapatnam** May 1997 to May 2001, 4 Yrs.

- ✓ OD & Talent Strategy
- ✓ Leadership Hiring and experiences
- ✓ Budgetary planning and controls, variance analysis
- ✓ Culture building, Branch level control & growth
- ✓ Org restructuring/design, JD's, PMS structural design, setting KRA / KPI targets, TNI's
- ✓ Employee Relation/Grievance, Labour Law / Statutory HR Compliance
- ✓ e-HR (HRIS), MIS, T&D, Compensation Benchmark & Design, Employee Satisfaction Surveys'
- ✓ HR Communications and Quarterly/AGM presentations before Board.
- ✓ HR SOP's and customization, handling HR process audits and compliances
- ✓ SWOT, Competency Mapping, Skill Gap Analysis
- ✓ Compensation Surveys and benchmarking the existing and future bandwidth
- ✓ HR automation, continuous drive to skill, reskill, cross skill employees
- ✓ Plan incentives, milestones bonus, referral bonus, loyalty bonus, landmark bonus aligning with business requirement
- ✓ R&R Programs and implementation across PAN INDIA
- ✓ HR cost optimisation measures and building HR capabilities.
- ✓ Headed multiple/diversified business units and reporting to multiple business heads

### LIFE-STYLE/HOBBIES

- ✓ Visiting **Guest Faculty** at Business Schools – **Symbiosis, Siva Sivani, Arora Business School, Dr.Ambedkar Institutions** to name a few and as Corporate Social Responsibility (CSR)
- ✓ Attending **seminars and compere/co-chairs** for seminar forum's in leisure time
- ✓ Strong passion for sports and cultural activities, avid **Table Tennis, Shuttle snooker** and **cricket** player
- ✓ Won many merit certificates/ prizes and accolades during school/ college/university/professional days

### WORK ACOMPLISHMENTS IN TOTO

- ❖ Managed the total spectrum of **Talent Acquisition includes C-Suite, Business Head profiles for IT/ITeS/Service Industry/BPO International-Mobility/New Age and Sustainable Projects**
- ❖ Was in **manpower planning & budgeting** exercise with a focus on productivity and optimum utilization of manpower
- ❖ Worked with senior management in defining and executing **career succession plans** – also helps to arrive at **skill matrix gap analysis, competency mapping and building talent pipeline**
- ❖ Was in the **performance management** process with regard to goal setting discussions for team on **SMART KRA's/KPI'**
- ❖ Drive the leadership team in driving the desired culture and ensuring that the values of the organization are upheld at all time
- ❖ Provide leadership to the HR team and build organizational effectiveness, with a strong focus on internal customer satisfaction
- ❖ Manage routine **HR processes, HRIS systems** and day-to-day operations of the Human Resources department, Provide adequate HR functional support in the areas - **Travel Bonds, NDA/CA**, no poach agreement clauses, administration of statutory & labor compliances with the support of legal advisory team
- ❖ Manage the **compensation and benefits** planning program for market competitiveness aligned with **corporate budgetary** needs
- ❖ Provide **Learning & Development** programs that address **identified gaps** and meet the needs of management and employees, handled **Training Budget** up to **INR 2 Million-a year**
- ❖ **Coaching and mentoring** leaders to handle role transitions
- ❖ Develop and implement various HR policies and processes, aligned with the needs and growth of the organization, periodic review on **HR policy/HR SOPs/Delegation of Authority (DOA), work-flow/standard operating procedures (SOP's), statutory and social audit compliances, employment standing orders** and keep abreast with statutory related amendments and review/incorporate the relevance.
- ❖ **Quarterly Board Presentations** on Budgetary and Manpower Planning measures, cost control measures, optimization of HR costs and benefit analysis and updates with **highlights and lowlights**
- ❖ Co-partnered for **HR automation** for the impending continuous data management consumption at **CXO** levels. Evaluating the efficiency of **HR controls** and improving them continuously
- ❖ Worked on **C&B benefits** time to time periodic **pay surveys** and arriving **on pay budgets, bringing parity in salary structures**, Formulated performance linked incentives (**PLI**), loyalty bonus (**LB**) mechanism.
- ❖ Customized induction for the new joiner (**e-Induction Module**)
- ❖ Moderate and Enforce **70:20:10 practice** in all On /Off the Job Training Programs (e-learning )
- ❖ Monitoring **employee relations, grievances and code of conduct**, invoking **disciplinary action** as and when required, guiding on Performance Improvement Plans (**PIP's**)

- ✓ Week-end long drives and can drive single handedly/single stretch 700-1000 km without break journey

## PROFESSIONAL DEVELOPMENT

- ✓ Attends various **National and International Seminars** sponsored by UGC and Non-UGC and have been awarded merit certificates
- ✓ Got certified as a Lead Auditor Training Course for **ISO and ISMS** implementations

## PERSONAL DOSSIER

- ✓ **Marital Status:** Married
- ✓ **Languages known :** English (R,W,S), Hindi (R,W,S),Telugu (R,W,S) & Tamil (S)
- ✓ **Work location:** Hyderabad, Telangana State.
- ✓ **Reference Check/Current/Expected Emoluments :** On request
- ✓ **Notice Period :** Three (3) months

## CONTACT

+91 8790113737

## WORK LOCATION PREFERENCE

1. Hyderabad
2. Bengaluru
- 3.Chennai
4. Any metros/cosmopolitan South Indian city or any metro Indian city

## LINKEDIN

[linkedin.com/in/www.linkedin.com/in/dr-kalyan-ram](https://www.linkedin.com/in/dr-kalyan-ram)

## EMAIL

[c.kalyan.ram.2007@gmail.com](mailto:c.kalyan.ram.2007@gmail.com)

I hereby declare that the information given above is true and to the best of my knowledge

Ch. RB (Alias) Kalyan Ram  
Place: Hyderabad

- ❖ Partnering on **ISO implementations, Vendor Management**
- ❖ Employee connect Programs, **Skip Level and Town Hall Meetings**

## SKILLS

- ❖ Sound HR generalist background and proven business and commercial acumen
- ❖ Adequate knowledge and update on employment Indian law and HR practices with a decent track record in managing / advising on complex and sensitive legal issues
- ❖ Carries excellent decision-making skills, has the ability to remain calm in adverse situation to take quick and sensible action
- ❖ Great administration skills with proactive approach
- ❖ Analytically driven and oriented mindset
- ❖ Decent communication skills embedded with empathy
- ❖ Adequate skills in MS desktop/office (Word, Excel and PowerPoint)

## EXPERTISE AND ACHIEVEMENTS

- ❖ Handled **New Age Profiles**/talent acquisition and management like E-mobility, Sustainable Profiles in current organization
- ❖ Contemplating different policy from traditionally defined with new age division in current organization
- ❖ Defined **skill-gap analysis** and followed by **succession plans**
- ❖ Played a critical role in **Talent Acquisition/Management, audit compliance** while establishing Business Continuity (**BCP**) unit and **Business Process Outsourcing (BPO)** unit facility for KFin Tec at Bangalore and Hyderabad in the Year 2013 and the workforce has steadied successfully to 278 and to 300 FT center respectively
- ❖ Played pivotal role in **HR Transition** during acquisition of Charon Tec , a publishing company which got merged with Macmillan, in the year 2008 and also got involved in major workforce restructuring/ process reengineering
- ❖ Co-facilitated in designing and developing in-house HR automated Enterprise Resource Planning (**ERP**) **dashboards** in **recruitment, taxation, attendance, payroll and leave management, benefit management** to name few
- ❖ Developed stringent **Work manuals** with regard to HR Process / Tool Management and HR Business Metrics, designed **HR manuals**
- ❖ Successfully handled HR compliance audits for newly set-up business units and have ensured business continuity certification
- ❖ Salary & competency Surveys and benchmarking the practices (**Aon Hewitt Salary Surveys**)
- ❖ Organizing Annual (UTSAV) Events and have Won '**Best Organizer**' award in KFin Tech for two consecutive years in 2013 and 2014