**Santosh Kumar Panigrahy**

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| More than 18 years of experience across HR verticals in leading FMCG and Pharmaceutical Organizations |

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| **Work Experience** |
| **USV Private Limited** |
| **AGM - HR, Daman Jul 2021 – Till Date** |
| * Optimizing productivity through strategic resource planning * Partnering with site leadership and delivering people solutions aligned with business goal. * Drive Progressive HR & Administration * OD interventions, Culture & Capability building * Employee wellbeing, Diversity & inclusion * Compensation & Cost management * Site Manpower Planning & Budgeting, PMS, Training & Payroll * Maintain harmonious ER & IR through connect, engagement, counselling & disciplinary actions. * Site compliance & Liaisoning with authorities, local administration, influential personalities * Implement/administer of corporate initiatives.   **Achievements @ USV**   * Implemented Quality culture transformation project by partnering with McKinsey. * Productivity improvement through progressive HR approach * Implementation of People Strong, Google dashboard |
| **Glenmark Pharmaceuticals Limited Jul 2016 – Jun 2021** |
| Sr. Manager HR, Aurangabad Oct 2019 – Jun 2021 |
| HR Manager, Goa Jul 2016 – Oct 2019 |
| * Manpower planning, Talent acquisition & budgeting * Collaborate with Business & Function heads for people strategy imperatives. * Design & execute various behavioural & process-oriented customized learning interventions. * Drive talent management initiatives like Coaching, 9 Box, IDP, PIP etc. * OD Intervention & Change Management * Drive engagement survey & action planning at site * Conceptualize, design & deliver R&R, Employee Connect initiatives. * Responsible to handle employee grievance, counseling, disciplinary action * Statutory Compliance & liaison with Government agencies * Plant administration, Contract labour management, Vendor management etc.   **Achievements @ Glenmark**   * “NEEM Scheme” implementation by replacing 350 contract labors * OD intervention that has helped to reduce attrition by 12-percentage point. * Designed & rolled out Assessment Centre for Trainee to entry level Operators. * Designed & implemented an Integrated Recognition Framework, Value Awards, Rising Stars etc. * Closure of API Operations at Aurangabad site without any industrial unrest * Successfully faced regulatory audits like USFDA, MHRA, etc. |
| **Asst. Manager HR (ITC Limited – ABD, Bhopal) Mar 2014 – Jun 2016** |
| * Partner with business heads to understand people issues and solutions to meet business needs. * Partner with functional heads in annual PMS exercise * Implementation of Corporate HR initiatives at branch level * Designing and executing the training calendar of all buyers, sales team & branch employees * Lead and anchor all engagement initiatives & action planning as per calendar. * Performance Appraisal Management of the division * Compliances management of Branch office & choupal saagar of MP & Maharashtra state * Responsible for branch administration, facility management & employee welfare   **Achievements @ ITC Limited**   * MP & Maharashtra branch Integration, manpower rationalization by integrating sales & buyers’ role to support juice business. * Process Champion in designing and roll out of Teach ABD, to develop people capabilities. |
| **HR Executive (Marico Limited) Aug 2006 – Mar 2014** |
| **Corporate HR Executive, Mumbai Oct 2011 – Mar 2014** |
| * Responsible for lateral recruitment for Manufacturing & Supply Chain function. * Anchored the GET Campus program 2012 * Preparation of Monthly MIS and HR analytics. * Drive Reward, Recognition and engagement programs * Employee life cycle management for Manufacturing & Supply Chain function. * Driving PMS, Goal sheet audit for Manufacturing & Supply Chain function. * Leading the HR Share Service Team |
| **Plant HR Executive, Jalgaon Jun 2009 – Oct 2011** |
| * Talent Acquisition & Employee onboarding. * Execution of employee engagement calendar for the plant. * Delivering various training programs to Staff, Workmen and Contract Labours. * Driving Culture Building Agenda at the Plant. * Handling employee relations and workmen grievance. * Worker’s union management. * Contract labour management & development of new contractors. * Statutory Compliance Management of the plant, vendors and sub-contracts * Liasoning with Govt. authorities * Active participation in IMS, FSMS, TPM and MMEM Audits. * Execution of Corporate HR initiatives at plant |
| **Sr. Officer Sales HR, Mumbai Aug 2006 – Jun 2009** |
| * HR Operations including PAN India recruitment and Employee life cycle management etc. * Creation of reliable sourcing pool for sales force by leveraging alternate sourcing initiatives * Anchoring key People processes like PMS, L&D and R&R of font line sales members. * Sales Trainee program for frontline field force through campus engagement. * Conducted Assessment Centers for front line sales force promotion. * Reduction in attrition by close to 35% by implementing the employee connect program **SPARSH.**   **Achievements @ Marico Limited**   * Project on development of Sales Force connect module “SPARSH” across role clusters. * Designed Assessment Centre for promotion of members from Officer to Executive levels. * Win-win Workmen LTA & Mathadis wage settlement in 2010 & 2011 with zero production loss. * Post Training Effectiveness Measurement Module & Redesign of TNI Process for Jalgaon Plant * Rightsizing of workman to support new upcoming plant at Jalgaon without production loss. * Sales Internship Program for building front line TSO talent pool. |
| **HR Executive (Pyramid Consulting Engineers Private Limited, Mumbai) Dec 2005 – Aug 2006** |
| * Recruitment & HR Operations * Employee Life Cycle Management |
| **HR Executive (Packaging Warehouse Limited, Mumbai) Jun 2004 – Dec 2005** |
| * Handling Campus & Lateral Recruitment PAN India. * Employee Life Cycle Management * Employee Welfare and HR Policy Implementation * Implementation of biometric attendance system across all India locations |
| **Recruiter (Sycamore Consultancy, Mumbai) Mar 2003 – May 2004** |
| * Client Management, Sourcing, screening of profile, Recruitment MIS reports. * Conducting telephonic interviews. Salary Negotiations/Offer/Follow-up with the selected candidates. |

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| **Appreciations** | |
| **Awards** | * Certificate of **Appreciation from Chairman** for implementation of NEEM Scheme at Glenmark Pharmaceuticals Limited. * Certificate of **Appreciation from COO** for People Development initiative Teach ABD at ITC Limited. |

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| **Qualification** | | | |
| **PGCHRM** | XLRI, Jamshedpur | 5.10/8 | 2014 |
| **Master’s in PMIR** | Berhampur University, Odisha | 71 % | 2002 |
| **B.Sc. (Chemistry)** | KSUB College, Odisha | 62 % (Distinction) | 1999 |
| **CHSC** | KSUB College, Odisha | 48 % | 1996 |
| **HSC** | U.B. High School | 62 % | 1994 |

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| **Personal Details** | |
| **Address** | Vapi, Gujarat |
| **DOB** | 2nd June 1979 |
| **Language** | English, Hindi & Odiya |
| **IT Sills** | SAP, People Strong, Google, MS Office |