



## Suresh Muchipalli

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### PROFILE

A competent, dynamic and dedicated HR & IR professional with two decades of experience in driving corporate level IR strategy, Employee Relations, C & B, HR Analytics, policies and programs, change management, total rewards and employee engagement, employee relations in an unionized environment.

### CAREER OBJECTIVE

To obtain a challenging corporate leadership position, where my 20+ years of IR expertise can be effectively utilized & add value to Business Growth with sustainability. To enhance the harmonious Industrial Relations of the corporate and to promote healthy work culture.

### WORK EXPERIENCE

#### → GUJARAT METRO RAIL CORPORATION LIMITED GANDHINAGAR, GUJARAT

**Head – HR** [October-2016 to till date]

- Managing human resources at GMRCL to endure an engaged, competent team and enable with working environment that drives high performance
- Creating the effective delivery of the HR processes - Talent Management, Reward, Capability Development, People Advisory support, Employee life cycle management, Leadership Development, Change Management and Talent Supply Chain processes
- Developing broad range of HR processes, primarily by defining requirements, providing business insights, setting priorities, reviewing solutions, providing planning input and communicating to business leadership
- Responsible for collaborating with different parts of the HR organization within and outside the geography, ensuring all roles are working to solve for the organization, minimizing - silo-thinking-conflicts and ensuring adherence to the governance model in their respective departments
- Handling effectively IR scenario and act as a catalyst for sustained business performance by ensuring that HR/ ELR strategies and plans are translated into concrete actions and tangible results. Ensure a disruption-free ER environment and cordial relationships between management and workmen at project sites
- Devise ways to improve Employee Welfare, Safety & Security
- Designed Human Resources Manual and successfully implemented for employees satisfaction and HR systems synchronization. Architect and champion of Human Capital/ ELR Strategy
- Act as a catalyst for sustained business performance by ensuring that HR/ ELR strategies and plans are translated into concrete actions and tangible results
- Coach business leaders and HR team members to deliver productive and cost-effective wage settlements
- Ensure a disruption-free ER environment and cordial relationships between management and workmen at all Plants
- Perform organization diagnoses (including ER situation), prioritize and deliver appropriate solutions
- Monitor & maximize employee productivity and efficiency
- Identify risks to the delivery of the business strategy and brings the right resources to the table to support it
- Build capability of HR team to deliver effective business results
- Managing human resources to endure an engaged, competent team and enable with working environment that drives high performance

## → **BNPM INDIA PVT LIMITED (AN RBI ENTERPRISE), MYSORE**

**Head – HR, IR & Admin** [June-2014 to Oct-2016]

**Bank Note Paper Mill India Private Limited** has been incorporated and registered on October 13, 2010 by Registrar of Companies, Bangalore under the Companies Act 1956 with its registered and Corporate Office at Bangalore. This company is a Joint Venture between Security Printing & Minting Corporation of India Limited (SPMCIL), a wholly owned Public Sector Undertaking of Government of India under Ministry of Finance and Bharatiya Reserve Bank Note Mudran Private Limited (BRBNMPL), a wholly owned subsidiary of Reserve Bank of India (RBI).

The main objects of the company are to develop, design, manufacture, produce and supply currency paper and banknote paper in India and abroad.

- Maintaining harmonious employee relations and Industrial Relations also complying all statutory compliances.
- Handling grievances, issues, complaints and misdemeanor at the top level.
- Responsible for the IR strategy and handling IR issues, complying all the legal, statutory compliances based on the Factory requirements.
- Communicating various strategies for better industrial relations to the top management
- Employee Engagement - tools, metrics, data and then solutions for improvement and result orientation.
- Planning, Designing, structuring and implementing PMS that would sustain and justifiably harness talent.
- Consistent C&B strategy.
- Managing human resources to endure an engaged, competent team and enable with working environment that drives high performance
- Enabling Change for better productivity and its acceptance by all workforce and complying all Plant HR for Green Field Project compliances for effectiveness and project completion on time.
- Transformation & Change - the new business is embarking on realignment with indianisation of bank note paper manufacturing, my position responsible for business engagement and productivity and championing the transformation of creating human assets
- Ensuring smooth completion of the project erection and commissioning of Paper Mill activities.
- Compensation & Benefits + HR Analytics

## → **MARUTI SUZUKI INDIA LIMITED, GURGAON**



**Deputy General Manager – HR** [July-2013 to April 2014]

**Maruti Suzuki India Limited (MSIL)** is the number one Automobile manufacturing company with a 42 per cent Market share in India.

My responsibilities include all Talent sourcing, Talent Development, PMSHR, IR and Admin functions with entire Plant Management.

- Employee relations Collective Bargaining & short term and long term settlement are one of my strengths. Maintaining cordial management-employee relations, introducing Management Charter of Expectations for negotiating win-win settlements with Union Handling of issues related to Union disputes (handling multiple unions). Union Management, Wage settlements, Union negotiations, proactively anticipating issues which may lead to industrial unrest. Ensured adherence to legal / statutory norms with respect to labour laws / factory / Labour acts. High hands-on experience in LTS, 12(3), 18(1) settlements, long term wage, bonus settlements.
- Managing unionized and non-unionized employees to carry out their payroll, promotion, PMS, all other schemes pertaining to blue collar workmen and supporting to resolve the functioning of day to day issues and grievances of the 3 assembly lines and other units.
- To develop and maintain effective relationship with recognized union by following just, fair and firm approach. Cultivate positive Leadership in Union by winning over their confidence and to build a collaborative relationship with Plant Management thereby facilitating them in achieving Business Targets in a harmonious IR scenario and with adherence to discipline norms. Communication sessions with union office bearers on various issues and Union Management, Wage settlement planning, Union negotiations on various issues, proactively anticipating issues which may lead to industrial unrest.

- Organizing employee connect through Umbrella Mentoring, Parivar Milan, and monthly communication sessions of 'samadhan' with all the employees.
- Blue Collar Training and Development - Facilitate development of worker development programs and continuous improvement programs for employee involvement like Total quality management, Kaizen, small group activities and other innovative HR practices at the shop floor.
- To enhance quality of hire of Temporary Workmen and availability on time as per production plans. Develop strategic plans including introduction of innovative methods to ensure recruitment and selection of blue collar workmen as per the requirement of Plant and as per settled norms (Manpower Ratios) including interventions like Induction and Orientation Program so that they join with the right attitude on Safety, discipline and Productivity norms.
- To ensure implementation of Management and Engineers training Scheme through regular follow up with them and co-ordination with PPDV and TAQ Departments.
- To ensure Statutory Compliance and Management of Litigation to eliminate any risk involved.
- To ensure timely and cost efficient delivery of employee welfare programs including efficient delivery of Time Office jobs for timely disbursement of Salary.

### → JINDAL ALUMINIUM LIMITED, BANGALORE



**Head – HR & Admin (DGM–HR)** [May-2012 to July, 2013]

Jindal Aluminium Limited (JAL), established in 1968, is the leading manufacturer of Aluminum Extruded Profiles in India, located in the serene outskirts of Bangalore city. JAL is the only aluminum company in India having 7 aluminum extrusion presses under one roof and achieving highest production in the country. Jindal extrusion profiles are available in a wide range up to 460mm in width.

My responsibilities include all Group Corporate HR, IR and Admin functions with all Business Units & Plant Management, also successfully completed Greenfield project at Dobaspet rolling mills with complete 100 per cent statutory compliances and environmental and PCB approvals.

Plan, develop, implement & monitor strategy for overall HR development and management. Also devise the ways to calculate & maximize the return on investment in human capital. Manage HR budgets in accordance for the deliverance of best value and quality. Maintaining harmonious employee relations and Industrial Relations also all statutory compliances

### → ACC LIMITED



**Chief Manager – HR, IR & Admin.** [Oct-09 to February, 2012]

ACC Limited is India's foremost cement manufacturer with a countrywide network of factories and marketing offices. Established in 1936, ACC has been a pioneer and trend-setter in cement and concrete technology. Among the first companies in India to include commitment to environment protection as a corporate objective, ACC has won accolades for environment friendly measures taken at its plants and mines, and has also been felicitated for its acts of good corporate citizenship. World's Biggest Cement **Green Field Project** successfully completed at Wadi in record time.

- Entire gamut of HR, IR & Admin services at ACC Limited, Wadi Cement Cluster, Wadi (World's biggest Kiln 12500 TPD), Bellary plants.
- Statutory compliances, Union relations, Wage Negotiations, handling various committees, Domestic Enquiries, establishing discipline at plant. Developing and implementing strategies to shape effective Industrial Relations. Statutory mining compliances as per Mines Act 1952.
- Recruitment, PMS, T & D, Employee Relations, Welfare amenities etc. Key role player in HR strategy to drive business, including industrial relations, talent management and employee engagement to support the business growth objectives
- Worked on the green field project of K4 World's biggest Kiln.
- Successfully implemented employee engagement initiative "Kudithini Merriment Guild".

### → FEEDBACK VENTURES P. LTD



**AGM-HR** (Regional Head-HR) [AUG-07 to Oct-09]

**FVL** is India's pioneering venture in the field of design engineering for infrastructure. I was posted at Bangalore. ([www.feedbackinfra.com](http://www.feedbackinfra.com))

- Leadership role of Corporate HR and handled Regional HR role and comfortably Handled 11 Projects in entire south India.

- Maintaining harmonious employee relations, employee counseling, driving social performance calendar programs by name HR Initiatives, and owner of all statutory records.
- Management of Contracts with Contract Vendors and coordination for labour law compliance by contract vendors.
- Merger and acquisition process, including the legal process, regulations and due diligence.
- Acquisition, Motivation, Maintenance, Development and PMS, Career development.
- Designing process instruments like JD's, KRA's. Manpower Planning & Projection, Retention strategies, Career development planning, Succession planning, legal aspects of HR, Disciplinary proceedings.
- Training needs identification through Performance Management system and alternate measures, design competency based initiatives for Training and Development, organize programs, evaluate effectiveness of training programs, and identify re-training needs, co-ordinate with external training agencies. Effective utilization of Careers Planning & Succession Planning.
- Executing Promotion Cycles timely. Responsible for Quality Audits pertaining to HRD procedures.

## → **ULTRATECH CEMENT LIMITED**



HOD-HR [Jul-06 to Aug-07]

**Aditya Birla Group**, A US \$41 billion (Rs. 2,50,000 crore) corporation, the Aditya Birla Group is in the League of Fortune 500. Anchored by an extraordinary force of over 120,000 employees, belonging to 42 nationalities. Over 50 per cent of its revenues flow from its overseas operations spanning 36 countries.

The Aditya Birla Group has been ranked fourth in the world and first in Asia Pacific in the 'Top Companies for Leaders' study 2011, conducted by Aon Hewitt, Fortune Magazine and RBL (a strategic HR and leadership Advisory firm). The Group has topped the Nielsen's Corporate Image Monitor 2014-15 and emerged as the Number one corporate, the 'Best in Class', for the third consecutive year.(www.adityabirla.com)

- Handling entire gamut of HR & IR activities from Recruitment, to disciplinary actions, statutory compliances, legal matters, court cases, Industrial relations etc. at the plant.
- To monitor personnel functions and establish harmonious industrial relations at plant.
- To ensure compliance of statutory requirements as per the various labour laws.
- Worked on the **green field project** both for Power Plant as well as Cement Plant.
- Liaise with Government authorities and external agencies. Contract labour administration through contractors.
- Effectively handling Mines employees with regard to Mines Act. Accountable for Statutory Compliance under CL(R&A), FA, EE (CNV), APP, PF, ESI. Time Office Management.
- Canteen, Medi-claim, Health Centre, Uniforms, Shoes and Quarters Administration.
- DR for EMS/OHSAS – 14001/18001. Participated as a team member in Wage Board Settlement.

## → **SYNERGIES CASTINGS LIMITED**



DY. MANAGER [Dec-99 to Jun-06]

**SYNERGIES Castings Limited** (Formerly known as **SYNERGIES – DooRay Automotive Limited**) is professionally managed TS/QS 16949, ISO 14001, TUV, Q1 certified Company, having around 1100 manpower, which manufactures alloy wheels, and it is first of its kind in India. 100% Export Oriented Unit (**EoU**) situated in **VSEZ**, competing with well-known brands in the world and is considered to be on par with excellence. (www.synergies-castings.com)

- Employee Relations: Issue Management, Grievance handling, Maintaining strict discipline in line with the Certified Standing Orders, Statutory compliances, Disciplinary actions, Domestic enquiries.
- Management of Contracts with Contract Vendors and coordination for labour law compliance by contract vendors Legal Matters & Statutory Compliance as per statutes
- Active part in implementing HR Initiatives with Welfareistic approach.
- Contract Labour Management. Time Office Management & Administration, Leave and payroll administration.
- Acquisition, Motivation, Maintenance, Development and PMS, Career development.
- Designing process instruments like JD's, KRA's. Manpower Planning & Projection, Retention strategies, Career development planning, Succession planning, Recruitment & Training.

- HR process activities and responsible for Quality Audits pertaining to HRD procedures.
- Shop Floor Grievances / Problem solving, Legal matters, Conciliation, Disciplinary Actions

### → **SOFTPATH SYSTEMS PVT LTD**



Executive-HR [Aug-97 to Nov-99]

- Manpower Planning, Recruitment, selection & Placements
- HR Policies: Formulation & Implementation
- Employee engagement, General Administration, OD Interventions
- Designing of various HR process aspects.

### Pre-Qualification experience:

### → **RAMESHCHANDRA & CO PVT LTD**

Officer-Admin [May-92 to Jul-95]

- General Administration, Supervision of yards, Office Administration

## AREAS EXPOSED WITH

- Employee relations Collective Bargaining & short term and long term settlement are one of my strengths. Maintaining cordial management-employee relations, introducing Management Charter of Expectations for negotiating win-win settlements with Union Handling of issues related to Union disputes (handling multiple unions). Union Management, Wage settlements, Union negotiations, proactively anticipating issues which may lead to industrial unrest. Ensured adherence to legal / statutory norms with respect to labour laws / factory / Labour acts. High hands-on experience in LTS, 12(3), 18(1) settlements, long term wage, bonus settlements.
- Leadership role at Corporate IR, Plant level and Sales and Marketing HR handled effectively and handled entire gamut of HR & IR activities from Recruitment, to disciplinary actions, statutory compliances, legal matters, court cases, maintaining harmonious Industrial relations etc.
- Strategic HR, Competency Development, Leadership Development and Policy Deployment
- Work with business leaders to develop and implement workforce strategies.
- Creation and implementation of an Employee Engagement framework.
- Employee relations & Establishment matters, Collective Bargaining & short term and long term settlements. EC, CFE & CFO, DDR all Pollution Control Board & Environment compliances.
- Shop Floor Grievances / Problem solving, Legal matters, Conciliation, Disciplinary Actions
- To drive cultural change for business performance and creating learning culture. To manage welfare activities & schemes for employees & their families. Labor Court Matters, Industrial Tribunal.

## ACADEMICS

Sl No	Course of Education	University	Institution / College	Academic Year
1	Master of Human Resource Management (MHRM)	Andhra University	Andhra University campus	1995-97
2	PGDIRPM	Annamalai University	Annamalai University	1994-95
3	PGDT&D	ISTD, New Delhi	ISTD, New Delhi	2003-05
4	B.com	Andhra University	Dr.Krishna College	1989-92
5	Bachelor of Law	Gujarat University	Siddharth Law College	2019-22
6	Intermediate	Board of Intermediate of AP	Dr.L.B. College, Visakhapatnam	1987-89
7	Matriculation	Andhra University	Mother's Convent	1986-87
8	PhD	JECRC	JECRC	2022-25

## TECHNICAL SKILL SET

- SAP PA & MM modules utilization. People soft implementation, MS Office, MS Word, Excel, and Power Point Well Conversant with Windows XP & 98 Operating Systems.

## EXTRA CURRICULAR ACTIVITIES

- ✎ NCC 'B' Certificate
- ✎ Participated in A.U. Cricket, Chess, and Handball teams.
- ✎ Networking through LinkedIn and Facebook

## FORTE

I can take up any challenging leadership responsibility for growth and effective environment. I enjoy working with teams and very comfortable with teams. I modestly would like to say that I have consistently surpassed the expectations of my superiors with my deliverables (finest example is completed the green field project at Wadi World's biggest plant installed within time lines and got an appreciation from HOLCIM Leadership). Received Best HR Leader of Gujarat in 2020 and Best HR leader in 2022.

## PROFESSIONAL AFFILIATIONS

- ✎ Member of ISTD, Member of NIPM, Member of NHRD

## PERSONAL PROFILE

<i>Date of Birth</i>	: 23 <sup>rd</sup> August, 1972
<i>Language familiar with</i>	: Telugu, Hindi, English, Kannada, Tamil, Marathi
<i>Marital Status</i>	: Married. Wife: House Wife and having one Son.
<i>Passport no.</i>	: H 5838367
<i>Permanent Address</i>	: Door. No: 32-12-23/5, FF2, 1 <sup>st</sup> Floor, Sai Ganesh Residency II, Venkateswara Colony, Sheela Nagar, Visakhapatnam- 530 012. Tel. No: 08546823919

**[SURESH MUCHIPALLI]**