# **Bhushan Bharambe**

**Cell: +91-9723467783**

**Email: bhapram@gmail.com**

# Present Work Profile

* Currently Woking as S. Executive- Rushil Decore Limited Ahmedabad.-[Sep-22 to till Date] [Emp Strenght :-780 ]

# Job Responsibilities handeled

**Strategic HR Function**

* Driving Implementation of organization’s vision, mission, philosophy, values
* Developing and executing HR Projects aligned with the overall business strategy and objectives

**Policy Making**

* Formulating and implementing employment manuals, policies and procedures related to HR, Admin, Behiviour Decispline , compliance, Plant behivoir and etc.

**Recruitment, Selection & Onboarding**

* Heading recruitment and selection function based on manpower requisitions
* Ensuring healthy onboarding of new recruits for better orientation with organization
* Employee Life-cycle Management
* Contract Labour Management

**Industrial Relations**

* Bridging management and employee relations by addressing demands, grievances or other issues through chairing various forums like Works Committee, Grievance Redressal Committee, EHS Committee, Canteen Management Committee and POSH Committee
* Implementing certified Standing Orders for fair and diligent work practices

**Employee Engagement**

* Organizing various sports competitions on festive and annual occasions, celebrating various events i.e. National Safety Week, Women’s Day, Org Annual Day for spreading encouragement and motivation amongst employees and related stakeholders

**Compensation & Benefits, PMS and Labour Laws**

* Acting as process owner by leading personnel management, payroll aspects and performance management system including annual goal setting

**Social Compliance & Quality Management System**

* Heading External Client Audits for HR, Payroll, Statutory Plant Compliance.

# Current and Previous Work Experience

* Associated Patner at Invention Palcement Services At Ahmedabad.[Sep-2018 to Aug-2022]
* Manager – HR & Admin Associated Colours Industries Pvt ltd. Vatva Ahmedabad.

[ Dec-2014 to Sep -2018 ]

* Execuitve Hr at Meghmnai Orgniacs Limited (Plant-dahej and Cooprporate Office(Ahmedabad)

[ March-2011 to Dec-2014 ]

* Sr.Officer HR at Remi Metals Gujarat Limited (welsup group) at Jhagadia,Bharuch)

[ Aug-2009 to Feb- 2011 ]

* Jr.Officer HR at Suzlon Energy Limited (on third Party ) at Por Vadodara

[ March 2007 to Jul-2009 ]

# Educational & Growth Information

* Total 12+ years of managerial work experience in HR and Admin.
* PGD-IRPM( Inustrial Reatlion and Peronal Manangment from Institute of Bhartiya Bhavas Vidhyalaya, Ahmedabad, Gujarat.
* B.com. from Gujarat University , Ahmedabad , Gujarat
* DOECCA ‘O’ Level Course -PIIT- Ahmeadabad.

# personal Strenghts

* Commitment, Honesty, Patience and Leadership
* Internal/External Audits, Trainings and Presentations
* Network Building Skills
* Public Speaking

# Personal Information

DOB : 23rd July 1983

Sex : Male

Nationality : Indian

Lanaguges : English, Gujarati, Hindi, Marathi

Marital Status : Married (Two Child)

Location : Ahmedabd Gujarat.

**Note:** Professional references will be provided upon request.

**Bhushan Bharambe**