

## **RAHUL RAMCHANDRA ZODAGE.**

Age-37yrs. Add. Chinchwad, Pune, Maharashtra, 411015, Mob. -9657381909, (rahul.zodage@yahoo.com)

Objective: Dynamic and results-oriented HR Manager with 16 years of experience in human resources management, adept at developing and implementing HR strategies to drive organizational success. Seeking to leverage expertise in talent acquisition, employee relations, and performance management to contribute to a progressive organization.

### Professional Experience:

#### **DS Technologies, Chinchwad, Pune, Assistant Manager HR [2023-2024] - Present**

- Lead HR functions including recruitment, onboarding, training, performance management, employee relations.
- Attract, source, assess, and hire qualified candidates to meet the organization's staffing needs.
- Develop and implement HR policies and programs aligned with organizational objectives and legal requirements.
- Drive talent acquisition initiatives, collaborating with department heads to identify staffing needs and select top talent.
- Cultivate a positive work environment through employee engagement initiatives and conflict resolution.
- Oversee compensation and benefits administration, ensuring competitiveness and compliance.
- Monitor and ensure compliance with federal, state, and local employment laws and regulations and Industrial Relation to raise production capacity and avoid industrial Dispute
- Analyze HR metrics to evaluate effectiveness and inform strategic decisions.
- HR policy development and implementation.

#### **Dyna Biotech, Yavat, Assistant Manager HR and Admin [2021-2023]**

- Lead HR functions including recruitment, onboarding, training, performance management, employee relations.
- Monitor and ensure compliance with federal, state, and local employment laws and regulations and Industrial Relation to raise production capacity and avoid industrial Dispute and wages agreement internal.
- Analyze HR metrics to evaluate effectiveness and inform strategic decisions.
- HR policy development and implementation.
- Aligning Human resources Strategies with business Objectives (HRBP).
- Attract, source, assess, and hire qualified candidates to meet the organization's staffing needs (TA).
- Administrative Job – Travel Arrangement, Canteen, Guest Management, meeting and event coordination, Housekeeping, Insurance, others.

### **DEMECH, Baramati, Assistant Manager HR and Admin [2017-2021]**

- Lead HR functions including recruitment, onboarding, training, performance management, employee relations.
- Monitor and ensure compliance with federal, state, and local employment laws and regulations and Industrial Relation to raise production capacity and avoid industrial Dispute and wages agreement.
- Analyze HR metrics to evaluate effectiveness and inform strategic decisions.
- HR policy development and implementation.
- Aligning Human resources Strategies with business Objectives (HRBP).
- Attract, source, assess, and hire qualified candidates to meet the organization's staffing needs (TA).
- Administrative Job – Travel Arrangement, Canteen, Guest Management, meeting and event coordination, Housekeeping, Insurance, others.

### **Hi-TECH, Baramati, Manager HR and Admin [2010-2017]**

- Lead HR functions including recruitment, onboarding, training, performance management, employee relations.
- Monitor and ensure compliance with federal, state, and local employment laws and regulations and Industrial Relation to raise production capacity and avoid industrial Dispute and wages agreement.
- Analyze HR metrics to evaluate effectiveness and inform strategic decisions.
- HR policy development and implementation.
- Aligning Human resources Strategies with business Objectives (HRBP).
- Attract, source, assess, and hire qualified candidates to meet the organization's staffing needs (TA).
- Administrative Job – Travel Arrangement, Canteen, Guest Management, meeting and event coordination, Housekeeping, Insurance, others.

### **TSI, Chakan, HR Officer [2009-2010]**

- Salary Wages and Administrative.

### **OMNI Pharma, Bhosari, Jr.HR Officer [2007-2009]**

- Salary Wages and Administrative.

### **Education:**

- MPM. Degree in Human Resources Management, Pune University, Pimpri,2007.
- DLL&LW. Diploma in labour law, Pune University, Pune,2008.
- LLB. Bachelor of Law, Pune University Pune,2011.
- GDC&A.

Achievement:

- Monthly Hero Award in TSI
- Promoted Sr.HR Executive to HR Manager in HiTech.
- 50+ Training Provided Successfully.
- 200+ staff recruited successfully.
- 2 wages Setting
- ISO Auditor
- Achieve the low turnover rate in DEMECH.

Skills:

- Strong knowledge of HR laws, regulations, and best practices
- Excellent communication and interpersonal skills
- Strategic thinking and problem-solving abilities
- Leadership and team management skills
- Attention to detail and confidentiality