

Dedicated professional with skills in driving strategic HR & IR Initiatives to realize bottom-line results, streamlining operations & employee productivity by targeting assignments in Human Resource Management & Industrial Relations.

Dattatraya Powar
B.Sc., MBA (HR), LL.M.
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CORE COMPETENCIES:

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| HR Life Cycle | Plant HR & Admin Operations | Employee Relations & Welfare |
| Statutory Compliances & Liaison | Learning & Development | Green Field Project |

PROFESSIONAL BRIEF

- **Professional with more than Ten years of experience in HR & IR** with specialization in the areas of Organization Development, Quality Movement, Talent Acquisition, PMS, Disciplinary Actions, Employee Relations, Employee Welfare, Statutory Compliances, Manpower Planning & MIS.
- A Visionary Thinker with expertise in **formulating and benchmarking functional best practices.**
- Excels in **Change Management, Talent Acquisition, L&D, C&B, HR MIS, Budgeting and General Administrations.**
- Possess in-depth knowledge of **Labour Laws & Statutory Compliances.**
- **Key People Leader** for maintaining healthy employee relations, managing employee grievances thus creating an amicable & transparent environment.
- Proficient in Statutory Compliances, Licenses, Permissions, Consents, Dealing with Govt. Authorities, Contract Labour Management.
- An effective communicator with relationship management skills with ability to relate people at any level of business & management.

CAREER ACCOMPLISHMENTS

- December' 2022 to till Date with **Lumax Industries Ltd., Chakan, Pune as an Asst. Manager – HR & IR**
(Lighting Auto Component Manufacturing)
- April' 2021 to December' 2022 with **Minda Vast Access Systems Pvt. Ltd., Chakan, Pune as an Asst. Manager – HR & IR**
(A Spark Minda Group Company)
- January' 17 to April' 2021 with **iSERA Biological Pvt. Ltd., Shirala, Sangli as a Manager – HR.**
(Pharmaceutical Plant engaged in Antiserum Vaccines Manufacturing)
- June' 13 to January' 17 with **Priyadarshini Polysacs Ltd., Kolhapur as an Asst. Manager – HR.**
(Manufacturer of PP Woven Sacs)
- June'08 to May' 10 with **Kirloskar Oil Engine Ltd., Kagal Plant, Kolhapur as a Team Associate.**
(Manufacturer of Diesel Engines & Gensets)

NOTABLE ACCOMPLISHMENTS ACROSS THE CAREER

- Smooth functioning of **Contract Labour Management** in Priyadarshini Polysacs. Reduced all statutory risk in abolition of contract labours measures.
- Spearheaded efforts across managing & implementing over a **Green Field Project** (iSERA Biological) within stipulated time while ensuring adherence to Statutory Compliances, Liaison with Govt. Authorities, Manpower Planning & Plant Administration.
- Implemented various HRIS like **Darwin Box, People Strong, Panthernails & SAP – Success Factor.**
- **Signed Two Wage Agreements** for four years in Minda Vast & Lumax with Business Partnering Drives & maintained harmonious industrial relations.
- As my previous organization (iSERA Biological) falls in life essential services category, ensured liaison with local authorities to run Plant in COVID 19 lockdown situation. Spearheaded across Employee Wellbeing, Employee Engagement, Manpower Planning, **Framing New Age HR Policies & Procedures in COVID 19 Pandemic.**

ROLE

- Steering entire **Plant HR & IR functions** with team of 4 members & managing HR and IR Activities for size of 1000 employees.
- **Liaising with Government Bodies**, managing Contract Labour, executing Government Apprenticeship Schemes.
- **Coordinating Statutory Compliance** with DISH Office, Govt. Labour Office, ESIC, PF, Employment Exchange. Also managing statutory compliances in Avantis – Teamlease Regtech Software.
- **Managing Payroll & Time Office Activities** through SAP – Success Factor, Peoplestrong & LMS for size of 1000 employees.

ACADEMIA

- LL.M. in Labour Laws from Shivaji University, Kolhapur in 2018
- LL.B. (Special) from Shivaji University in 2014
- MBA in HRM from Punjab Technical University in 2011
- B.Sc. in Chemistry from Shivaji University in 2008

PROFESSIONAL AFFILIATIONS

- Lifetime membership with NIPM
- Lifetime membership with HR Forum, Kolhapur

PERSONAL DETAILS:

Current Address: Arunya Society, Parandwal Chowk, Dehu, Pune. PIN - 412109
Permanent Address: At Post – Awali Budruk, Tal – Radhanagari,
Dist. – Kolhapur, PIN – 416211
Date of Birth: 26/12/1985
Languages Known: Marathi, Hindi & English
Marital Status: Married