



## YOGESH ARBUJ

With over 20 years of expertise in HR, specialized in Talent Acquisition, Talent Management, L&D, Performance Management, Organization Development, Comp & Ben., Expatriation, & HR Strategy/Projects implementation. Proficient in controlling & HRIS, brings a proven track record in deploying successful HR strategies.

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### Core Competencies

- Talent Acquisition • Policy Formulation • Controlling & MIS • Organizational Dev. • HR Projects/ Strategies
- Problem Solving • Comp & Benefits • Training • Emp. Engagement • Process Enhancement

### Career Timeline

					
Oct'03–Dec'08	Dec'08–Nov'11	Nov'11-Sep'16	Nov'16-Oct'19	Oct'19-Nov'21	Mar'22-Till now
<b>Genie CMS Pvt. Ltd.</b> Team Leader HR	<b>Dana India Technical Centre</b> Role: HRBP (Global Design & IT Centre)	<b>Faurecia Interior Systems India Pvt Ltd.</b> Role: Country Comp & Ben and HRBP (Asst Mgr)	<b>Plastic Omnium Auto Exteriors (I) Pvt. Ltd.</b> Human Resources Leader - India Technical Centre	<b>Amphenol Interconnect India Pvt. Ltd.</b> Senior Manager- HR (Head HR for AIMS-Socapex Div.)	<b>Varroc Engineering Ltd.</b> Corporate Head- Talent Acquisition & Effectiveness

### Organizational Experience

#### Varroc Engineering Ltd.

Since Mar-2022



Corporate Head- Talent Acquisition & HR Effectiveness

Key responsibility included creating and implementing a holistic HR strategy to meet business need with focus on areas such as talent acquisition, HR projects, talent management, compensation & benefits, development, engagement, and retention.

#### Talent Acquisition & Management

- Focused on leadership hirings across Varroc groups and its business verticals in India.
- Collaborate closely with senior leadership and business stakeholders to understand organizational needs and align recruitment strategies accordingly.
- Lead and inspire a high-performing talent acquisition team, fostering a collaborative and innovative work culture.
- Developed and refined talent acquisition plans in response to changing business needs and market dynamics with focus on target internal mobilities, diversity, succession planning for leadership and HI-POTs positions.
- Brand Ambassador as an employer of choice through effective employer branding and candidate experience initiatives.
- Establish and manage recruitment metrics, providing regular and insightful reports to senior management.
- Oversee and optimize the talent acquisition budget, ensuring cost-effectiveness and efficiency.
- Developed project plans to implement process improvements and drive recruitment-related initiatives.

#### Project Management

- Led the HR workstream for the divestiture project involving the sale of the lighting business to Plastic Omnium.
  - Led local and global stake holders for HR workstream and coordination with India cross function team- legal, Finance, HR Shared Service, R&D.
- Spearheaded the deployment of SuccessFactors project modules, including PMS, Comp & Ben, Succession Planning & Career Mgmt, Employee Core, onboarding, and offboarding.
  - Orchestrate / manage workshops amongst various stakeholders to build consensus.
  - Tracked and analyzed the initiative process, providing suggestions for corrective steps and enhancements as needed.
  - Established cadence calls with the steering committee, delivering periodic and ad hoc usage reports to provide actionable insights.
- Worked on market analytics on diverse topics and formulated prevalent best practices.

#### As Operations / Business Partner

- Contributed to the development, standardization & implementation of HR policies & processes.
- Implementing of HR Initiatives like focus group/ skip level meetings, vertical exchange meeting.
- Conduct audits to ensure deployment of policies and processes.

**HR Strategy & Policy formulation**

- Designed and implemented HR strategy and road map plans, enabling leadership to optimize HR operations and foster stronger business focus.
- Led and managed HR operations, delivering talent analytics, HRIS data management, compensation & benefits, learning & development, and acquisition & global mobility support to the business.
- Ensured seamless implementation and execution of the plan in alignment with business strategy.
- Provided vital information to Business Groups and divisions in France on national issues such as salary surveys, benchmarks, and economic and social data.
- Facilitated leadership development programs, first time managers and key training initiatives to nurture leadership talent.
- Established platforms for employee communication, including open forums, skip-level meetings, and driving the People Forum for enhanced engagement and collaboration.

**Talent Acquisition & Management**

- Collaborate closely with senior leadership and business stakeholders to understand organizational needs and align recruitment strategies accordingly.
- Developed and refined talent acquisition plans in response to changing business needs and market dynamics with focus on target internal mobilities, diversity, succession planning for leadership and HI-POTs positions.
- Developed and implemented a competency framework to cultivate a future-ready workforce, aligning organizational needs with individual capabilities.
- Support talent development initiatives by addressing organizational capabilities, individual needs, and core competencies, including coordination with college campuses for outreach and campus recruitment efforts.

**Knowledge Management**

- Initiate and facilitate training programs addressing technical and behavioral needs for employees.
- Create a comprehensive repository of internal and external training resources to cater to diverse skill requirements.
- Identify training needs based on individual development plans, customer needs, ensuring alignment with organizational objectives and personal growth trajectories.

**Analytics & Global Reporting**

- Establish and manage HR metrics, providing regular and insightful reports to senior management.
- HR controller of Headcount Budget, monthly global reporting of the headcount, Forecast, KPI's.

**Compensation & Benefits**

- Implement market-based compensation philosophies into local compensation and benefits (C&B) solutions, including country-specific benefits and related policies.
- Participate in surveys for payroll, policies, and benefits alongside C&B consultants to track competitive trends, assess the organization's position, and contribute to the development of compensation and benefits policies.

**Employee Relations/ Employee Welfare**

- Ensure timely resolution of employee grievances to uphold positive management-employee relations.
- Identify and implement best practices observed in neighboring companies and monitor market trends.
- Maintain discipline and foster a harmonious working environment across all employee levels.

**Organization Development / Performance Management**

- Oversee the development, training, and competency management, aligning with Group HR policies and practices.
- Provide guidance to operational managers in meeting their hiring needs, facilitating internal mobility, and conducting external recruitments.
- Assist managers in enhancing their capabilities in providing feedback, conducting performance conversations, and implementing performance improvement plans.
- Launch performance appraisals based on established objectives and performance parameters, identifying individual development plans.
- Collaborate closely with managers to identify high-potential employees and critical resources, facilitating succession planning initiatives for employees with anticipated potential and those at resignation risk.

Joined Plastic Omnium in November 2016 during the establishment of a new technical center (Design Offshore & IT organization) with an initial staff of 10 employees. Played a pivotal role from inception, contributing to the growth of the R&D Center to over 120 employees (on-roll plus external engineers). Led the development of new HR processes for the India Technical Center.

Key responsibilities included crafting and executing a HR strategy tailored to the new setup, addressing business challenges across talent acquisition, compensation & benefits, development, HRIS analytics, engagement, and retention. Closely working with global stakeholders for HR operations.

#### **Key Achievements:**

- Established the HR department and provided support in setting up a new facility to cater to global support needs.
- Played a significant role in developing, standardizing, and implementing HR policies and processes.
- Successfully achieved targets for increasing resource headcount, recruiting skilled professionals from diverse domains including CAD, CAE, IT, and Plant operations.

#### **Key Role- At Country**

- Developed and implemented an effective training and development program at the country level in collaboration with the Global University, ensuring alignment with organizational strategies.
- Harmonized policies across different business units (9 Units) at the country level.
- Led initiatives to reduce costs and optimize resources through common projects, policies, or shared services.
- Developed, standardized, and implemented HR policies related to global mobility, onsite immigration, and expatriation.
- Managed the headcount budget and conducted monthly global reporting of headcount, forecasts, and key performance indicators (KPIs) for management review.
- Proficient in HR tools (PIMS, METIS, Smartview, Taleo) and processes, providing support in recruitment, training, reporting, and database management.
- Conducted focus group meetings and facilitated the People Forum to enhance employee engagement.
- Managed compensation and benefits for employees internally, onsite, and expatriates, including overseeing annual salary reviews and performance management systems.

#### **Operations / Business Partner**

- Supported the Engineering Head and his team in enhancing the organization's structure in line with group standards.
- Proactively monitored key performance indicators (KPIs) to address HR issues and anticipate potential challenges.
- Implemented an efficient and integrated strategy for staffing, recruitment, induction, training, and career management at the site level.
- Ensured the implementation of group HR policies and processes, including "Employee Empowerment," as part of the Excellence System.
- Executed HR initiatives such as focus group meetings, vertical exchange meetings, and driving the People Forum to promote employee engagement.
- Conducted site HR audits to ensure the effective deployment of policies and processes, maintaining governance.

#### **International Experience & Recognition**

- Recognized for HRIS and controlling expertise at the HR Convention in Paris, France.
- Acknowledged for establishing country HRIS reporting and implementing Shared Services.
- Designated as a trainer for HRIS reporting tools and conducted training sessions in India and China.

#### **Key Achievements:**

- Centralized payroll and attendance management for 9 units comprising a total of 2000 employees.
- Introduced an employee self-service portal for queries on Time and attendance management.
- Harmonized HR processes, policies, and salary structures across all 9 sites for consistency and efficiency.
- Successfully managed projects including the formation of Country Shared Services, C&B cycles with consultants, and implementation of Job Grading by Towers Watson.



Joined DANA in December 2008 when the organization comprised 100 employees. Played a pivotal role in scaling up the R&D Center to over 250 employees. Additionally, contributed to the development of new HR processes for the Global Design Center, manufacturing plant and IT Centre for the India region. Key responsibilities included HR controlling, generalist duties, health, safety, and environment (HSE) management, as well as talent management across various levels and four locations (1 Design Centre & manufacturing units) within the India region.

#### **Human Resource- Business Support Role**

- Formulated an effective training and development program, ensuring alignment with organizational strategies and conducting skill gap analyses to inform training needs.
- Strengthened the recruitment process by focusing on job competencies, fostering through a trainee (GET/MT/PGET) program, and optimizing recruitment costs through internal selection and reference programs.
- Supported the creation of headcount and cost budgets, maintaining tracking alongside forecasts and actual figures.
- Established platforms for employee communication, including open forums and skip-level meetings, to enhance engagement and foster a collaborative work environment.

#### **Talent Management**

- Understand business objectives and make appropriate Resources Plan.
- Developing Skills and Knowledge Frameworks, Job Descriptions and Mapping Functional Competencies.
- Devise strategies to fill open positions promptly, utilizing methods such as employee referrals, internal job postings, transfers, headhunting, and external candidate searches.

#### **Knowledge Management**

- Identified training needs based on individual development plans and organizational goals.
- Conceptualized and developed need-based training modules to cultivate a multi-skilled workforce capable of cross-utilization within sub-processes for optimal efficiency.

#### **Performance Management**

- Launching performance appraisal and consolidation based on set up objectives and performance parameters with identification of individual development plans.
- Work closely with managers for Identification of High Potential (Hi-Pot) and Critical Resource.

#### **Compensation & Benefits**

- Engage in compensation surveys, ensuring proper job mapping and benchmarking internal positions against market standards.
- Ensure payroll processed on time with provisions and reports as per the input. Ensure timely payment of all employees and full & final settlement of exit employees.

#### **Key Achievements at Dana India Tech Centre**

- Assisted for development, standardization & implementation of HR policies across all locations.
- Recruited talent with expertise in CAD, CAE, IT, Embedded Systems, Testing, NVH, and various other technical domains for the technical center, as well as personnel at all levels for manufacturing and IT leadership roles.
- Established the HR department and IT center for a new facility to meet regional requirements.

#### **Genie CMS Pvt. Ltd.**

Team Leader HR

Oct'03–Dec'08

- Key responsibilities towards HR operations.

### **Educational & Professional Development**

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#### **Masters in Personnel Management, 2008**

D.Y. Patil Management & Research Institute, Pune University.

#### **Bachelor of Science, 2002**

Fergusson College, Pune University.

### **Personal Details**

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Father Name : Col Tanaji Arbuj (Retd)  
Date of birth : 25 Dec 1981  
Marital Status : Married