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**Linked in**: <https://www.linkedin.com/in/sharrykhumancapitalmanager> **Mail ID** : sharryk65@gmail.com

**Educational Background:**

* Post Graduate in PM & IR from prestigious XISS, Ranchi in 1990.
* Graduation from BHU, Varanasi in Economics (Hons) in 1988
* Schooling from prestigious Jesuit School – De Nobili School, Digwadih, Dhanbad.

**Professional Profile Snapshot:**

* Over 25 years of wide and in depth experience in diverse manufacturing sectors starting with Automobiles, Chemicals, FMCG, Consumer Durables and Power as well as service sectors of Air Cargo and Health Care. Some note worthy employers being Daewoo Motors, Coca-Cola, Samsung Electronics, Jhajjar Power Ltd. (SPV of CLP India).
* Senior Human Resources Business partner who has shaped high performing culture in my various stints by leading from front, inculcating and reinforcing the core values of the organization resulting in increase of revenues.
* Prolific communicator and initiated current human capital practices to attract and constructively engaged with people to retain and develop the high potential talent.
* Comfortably managed the exposure spread, ranging from Employer Branding & creating talent pipeline (Samsung Electronics, Jhajjar Power Ltd.), launching and closing VRS in record time (Coca-Cola), designed and implemented BSC based PMS to drive performance culture (Celebi Cargo), brought diversity and inclusion to promote innovation and designed & played a stellar role in executing an organization wide intervention to reinforce value framework and bring customer centricity to enhance the service levels and customer experience (Price Aly Khan Hospital).

**Awards & Accolades:**

* Recently awarded as **“Most Influential HR Leaders in India” by World HRD** Congress in their silver jubilee celebrations at Mumbai in Feb. 2017

**Organizational Experience & Significant Career Highlights:**

**Since April, 2017, working as a freelancing consultant working with one HR Solutions company in the role of business head, expanding their business in the area of Temp Staffing, Compliance Management and Pay roll management. I am also helping them to foray in Skilling Sector and got them projects under DDUGKY and executed them in State of Kerala. I also work with E & Y on Compliance and HR Process Audit from time to time.**

**As Head of HR at Aga Khan Health Services India and Prince Aly Khan Hospital, Mumbai Since Nov. 2015 to March 2017**

An International Social sector organization under the umbrella of Aga Khan Foundation and their flagship ISO 9001: 2008 certified 180 bedded hospital, Prince Aly Khan Hospital, Mumbai having workforce of more than 1000 people.

**Key Achievements:**

* Within short span implemented an intervention branded as ‘UDAAN’ to reinforce the value framework of the organization and bring customer centricity in all areas of operations in the hospital with collaboration of all the stake holders.
* Planned and lead the Talent Management Strategy to attract, retain and develop talent resulting in enhancement of quality manpower, creating talent pipeline and sensitized the stakeholders to drive performance – ownership & accountability driven culture resulting in increased of occupancy of hospital by 8%.
* Created Industrial Relations Framework document with involvement of different stakeholders to manage the risks of different workforce categories.
* Initiated and completed the challenging process of Compensation Benchmarking of clinical and administrative positions of Health Sector in partnership with Mercer which was one of the first in Mumbai to align the compensation philosophy with the market.

**Period: Sept. 2014 to Oct. 2015**

Started as a Entrepreneur venturing into hiring services, Temp Staffing, compliances and Training along with some co-professionals which unfortunately failed to take off.

**Head of HR atCelebi Delhi Cargo Terminal Management Pvt. Ltd., New Delhi from Oct. 2014 – Sept. 2015**

* Strategized and executed IR Strategy playing a stellar role to bring a cultural change of ethics and integrity among the work force.
* Created various forums for Reward & Recognition, initiating the process of transparency and regular communication between the various stakeholders.
* Conducted sessions for key stakeholders to sensitize them on ‘Respect for People’, specially women at the workplace.
* Revamped the PMS introducing Balanced Score Card based performance matrix and strengthening the performance Culture.

**DGM HR, Admin & CSR at Jhajjar Power Ltd. an SPV of CLP India – First Green field project by a private power producer in Haryana from July 2010 to Sept. 2013**

**Key Achievements:**

* Complete hiring of the O & M manpower for the green field project during construction phase, putting systems and processes for land acquisition and payment of compensation to the farmers/ land losers, engagement and management of contract labor and complete management of residential facilities at the site.
* Assessment of organizational health by measuring the Trust **Index and doing Culture Audit through Hewitt ; Advising the leadership and putting the framework for people & related HR processes to make Jhajjar unit an ‘Employer of Choice’.**
* Created **framework for learning and development as well as competency mapping for succession planning** of critical positions.
* Stellar role in launching the **GET Program**& initiating the **employer brand building through campus hiring from premier institutes to build the talent pipeline and launched a Reward & Recognition Pragram under the Brand name ‘UTKARSH’.**

**DGM HR at Samsung Electronics India Ltd., Noida from June 2007 to Jun. 2010**

**Key Achievements :**

* Played a pivotal role in bringing changes in the performance management system and generated awareness among the key stakeholders to make it more objective and transparent, resulting in substantial improvement in engagement scores from 76 to 83 (Great Places to work) and reduction of attrition from 28% to 16% for Noida Manufacturing Units.
* Planned and completed the shifting of the telecom manufacturing unit from Manesar to Noida to bring synergies of operations and integrated the systems & processes to ensure seamless integration into the Electronics business.

**Area HR Manager at Hindustan Coca-Cola Beverages Pvt. Ltd. from Aug. 2000 to May 2007 initially for West UP and then for East UP operations.**

**Key Achievements :**

* Initiated robust communication system with all the internal stake holders to constructively engage them in organization capability building resulting is high level of employee engagement.
* Launched and closed the VRS for surplus employees without single IR issue in the business unit.
* Signed LTS with CITU affiliated union and achieved agreement on productivity and job rotation on reciprocal basis.
* Initiated tough disciplinary action against undisciplined workers/ union office bearers and inculcated discipline in the business unit.
* Developed plans and systems to ensure a pipeline of talent by tying up with management and technical institutes.
* Launched series of reward and recognition programs for front end/ back end teams for performance improvement on key business drivers and to build accountability.
* Handled the challenge of Expectation management of the potential/ high performing resources and developing retention strategy for front end and back end by identifying the potential resources and developing customized plans to retain them.
* Handled series of CSR activities in area of health, water and education. **The East UP Business Unit of Hindustan Coca-Cola was awarded as the BEST EMPLOYER by the Ministry of Social Justice.**

**Deputy Manager HR at RPG Transmission Ltd, Jabalpur from Nov. 1998 to Aug. 2000**

**Asst. HR Manager at Flex Chemical Ltd. (A flexible packaging company), Gwalior from Nov. 1996 to Oct.1998**

**Executive IR at Daewoo Motors India Ltd. from Jul. 1990 to Oct. 1996**

* Holistic exposure to HR, IR, & Admin work during the initial phase of career along with implementation of QMS and Statutory Compliances.
* Developing network with Statutory authorities for various licenses and approvals.
* Talent acquisition through different Campus hiring.

**Personal Details:**

**Membership of Professional Body: SHRM**

**Date of Birth: 15th Jan. 1965**

**Married with two children**

**Permanent Address: 1028, Siena, Mahagun Mansion, Vaibhav Khand, Indirapuram, Ghaziabad, UP**

References on request.