**Curriculum Vitaé**

**Name: -** KISHORE SENGUPTA

General Manager (Personnel) [Retd],

Mahanadi Coalfields Limited (H.Q.) Jagruti Vihar, Burla, Dist-Sambalpur-768020 (Odisha).

**Correspondence Add: -** Flat No.304, Block-1, Ramakrishna Enclave, Behind Satya Automobiles, New Sarkanda, Bilaspur.

**Mobile No: -** 9437119024

**E-mail:-** kishore.sengupta2011@gmail.com

**Professional Qualifications:-**

**Company Name: -** Worked at Coal India Head office at Kolkata; South Eastern Coalfields Ltd at Bilaspur; Mahanadi Coal fields Limited at Sambalpur under Coal India Limited.

**Designation: -** Retired asGeneral Manager [Personnel] from Mahanadi Coalfields Limited, Sambalpur on 30th April 2016.

**Date of Joining: -** 8th December 1985 in Coal India Limited.

**Date of Retirement: -** 30the April 2016 from Coal India Limited.

**Key Responsibilities:-**

* Strategic and Policy decisions related to Human Resource Management, General Administration, Rehabilitation & Resettlement activity, Estate Management,HRD activities, Retraining & Resettlement/Deployment, Employee engagement etc.
* Directing, Coordination and implementing Personnel & Industrial relations Policies in the organisation.
* To manage human resource of the company in a most efficient and effective manner and look after the routine activity, welfare measures, Health needs social security measures etc.
* Recruitment action for meeting the manpower requirement including placement of right men at right time, at right place.
* To maintain a harmonious and cordial industrial relations with employees, Trade unions and all stake holders and to improve work culture.
* To monitor and look after all legal matters related to HR so as to dispose off litigations in a time bound manner.
* Periphery development & Corporate Social Responsibility activities, RTI, Rajbhasha, RPDAC and other Bi-Partite/Tri-partitie meetings to be mobilized company’s good etc.
* Training and development of existing employees including skill development of land oustees & skill upgrdataion of existing employees to meet the changing need.
* Ensure effective implementations of public grievances redressal mechanism, Public Relations, Image building of the company and to lead towards a corporate branding.
* Liaison and coordination with various statutory authorities and State and Central Government officials.

**Academics:-**

* Bachelor of Science from Ravishankar University, Raipur[C.G]
* Post Graduation in Social Science from Ravishankar University, Raipur [C.G].
* M.Phil in Industrial Relations & Personnel Management from Ravishankar University, Raipur [C.G].
* Bachelor of Law from G.D.University, Bilaspur [C.G].

**Certifications & Trainings:-**

* “Managing conflict and stress at Work Place” Bangalore organized by Genentech Foundation, New Delhi.
* “Challenges in Managing Human Resources and Best Practices in Indian Organisations” organised World HRM congress at Mumbai.
* Attended conference on “Compensations and Global awards Summit” at Bangalore.
* Training programme on “Family empowerment and community development at “Kolkata.
* Attended conference on “Corporate Social Responsibility and Sustainability” and ‘New corporate Mantras and corporate strategies’ organised by IMI, New Delhi.
* Attended “44th National conventions of Indian Society for Training and Development for skilling and Developing India, “Bhubaneswar.

**Other interests:-**

* Voluntary services to build stronger communities and promote equity and opportunity.
* Channelized efforts for tackling climate change.
* Helping students who are pursuing Doctoral/Higher studies in the field of Management.
* Hobbies also include playing Cricket and listening to music.

**Experience:-**

31 years of rich experience in managing Human Resources in Coal India Limited and its subsidiary companies. Started career as Welfare officer [Trainee] on 8th December 1985 and reached the position of General Manager [Personnel] and retired on 30th April 2016.

**Objectives:-**

To continue my career with an organisation that will utilize my MANAGEMENT, SUPERVISION & ADMINISTRATIVE skills to benefit mutual growth and success.

**Declaration:-**

I hereby declare that the information furnished above is true to the best of my knowledge and belief.

Date:-

Place:-

[Kishore Sengupta]

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