

Resume for Leadership Positions in HR/IR

J. DHAMOTHARAN

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Career Objective

In quest of leadership position to achieve both business objectives and personal growth by mutual interest

Professional Summary

Proficient in human capital management processes which provides vital support to attract and retain potential talent, develop motivated teams and promote a positive work environment for achieving organization goals.

Personal Details

Date of Birth: 11 March 1971

Marital Status: Married

Language proficiency: English, Tamil

Current CTC: INR 23.50 Lakhs

Residence: No.17/B5 (Old No.6/B5), DABC Vasantham Apartments, CTH Road, Villivakkam, Chennai, PIN: 600 049

Education

1. M.B.A. from University of Madras, Chennai
2. M.Sc. (Applied Chemistry) from National Institute of Technology (formerly REC), Tiruchirappalli
3. B.Sc. Chemistry from St. John's College (Affiliated to MKU), Palayamkottai, Tirunelveli
4. H.Sc. from St. Xavier's Higher Secondary School, Palayamkottai, Tirunelveli

Employment History

I have 27 years of hands-on work experience in manufacturing industry in both production and human resource management areas. Currently I am heading HR operations at Kosei Minda Aluminum Company Pvt. Ltd, Chennai.

S. No	Organization name	Service Period	Business	Role	Reporting authority
1	Kosei Minda Aluminum Co. Pvt. Ltd, Chennai	Since Aug 2020	Aluminum alloy wheels & castings for auto OEMs	Head HR / IR DGM HR&IR	Managing Director
2	ATC Tires Pvt Ltd., (Yokohama) Tirunelveli	Dec 2018 - July 2020	OTR vehicle tires used for Agriculture, forestry, mines & construction sectors	Head HR/IR DGM-ER	Vice - President
3	<u>UnoMinda group</u> Kosei Minda Pvt. Ltd, Chennai	Sep 2017 - Dec 2018	Aluminum alloy wheels for auto OEMs	Head HR Manager	Managing Director
	MJ Castings Ltd., Hosur	Jun 2017 - Aug 2017	Aluminum die castings for auto OEMs		General Manager
4	Best Cast IT Ltd., Chennai	Aug 2007 - Jun 2017	Aluminum die castings for auto OEM & Gen Engg.	Head HR Sr. Manager	Directors
5	MRF Limited, Arakonam	Jun 1994 - Aug 2007	Tyres, Tubes & Flaps for auto OEMs	Officer Production	Production Manager

Concise Job Responsibilities

To harness human resources for leveraging human potential to achieve organization's mission, vision, strategy, goals and culture by means of extensive HRM operations. Change agent and business partner for talent & performance management. Manage industrial and employee relations, compensation & benefits, safety and loss prevention effectively. Enforce organization values. Manage processes and resources more efficiently and reliably on target cost.

Core Competencies

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| 1 | Policy and Administration | 7 | Proactive, Assertive and Perseverance |
| 2 | Talent and Performance Management | 8 | Conceptual, Analytical, Versatile and Creative |
| 3 | Learning & Succession Development | 9 | Communication, Coaching and Counseling |
| 4 | Problem Solving and OD Interventions | 10 | Persuasive and Team working |
| 5 | Empowerment , Employee Engagement | 11 | Integrity, Discreet and Ethical |
| 6 | Industrial Relations , Employee Relations & Welfare | 12 | MIS, TPM, QMS & EHS Management |

Significant Achievements

Recently at ATC Tires & Kosei Minda: -

1. Focus on skill development through skill development centers. Dynamic training plan as per business need.
2. Skill mapping and training to develop multi skill operators to achieve target cost and man-hour per ton.
3. Establishing Japan India Institute of Manufacturing (JIM) for productivity improvement through APO, Japan.
4. Safety culture through monthly “Family Connect Safety Awareness” programs to achieve zero accident.
5. CSR: Developing 1500 M length of “Forever Forest” by tree plantation using Miyawaki method,
Check dams constructed for improving ground water at nearby villages and school development programs.
6. Maintained good industrial relations through various unions affiliated with INTUC, CITU, ATP and NLO.
7. Production Norm and Manpower Optimization Study through Productivity Councils to arrive work standards.
8. Developed high performance team culture by total employee engagement initiatives.
9. Signed 12(3) long term wage settlement with workers’ union for three years.

In my previous organizations: -

1. Employee productivity was enhanced by structured performance review and actions.
2. Employer brand is established by endorsing the company's culture and policies.
3. Executed Performance Management System, Suggestion schemes and Task forces.
4. Successfully negotiated employees’ general demands and signed long term 18(1) wage settlements.
5. Cultivated safety awareness. Implemented safe working practices.
6. Developed and executed policies and procedures on HR management functions.
7. Empower and appreciate employees’ initiatives and their skill development for better employee engagement.
8. Periodic competency evaluation and executed development programs based on business focus for executives.
9. Eliminated work place misconducts by advice, counseling and disciplinary actions.

Professional Learning and Development

1. Passed National Examination Board in Occupational Safety and Health (NEBOSH, UK) with credit in 2020
2. Participated in global HR conference in Japan and learnt about the role of strategic HR.
3. XLRI certification on labour law & management
4. TPM training by JIPM consultants
5. Intensive training on Cost Optimization and EHS by AREVA T&D – Corporate Group, France.

Declaration: - I hereby declare that the above particulars of facts and information stated are true, correct and complete to the best of my belief and knowledge.

Chennai
01-07-2021

sd/-
Dhamotharan J.