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Balakrishnan. B

Career Objective

To continuously learn, assimilate, conceptualize and implement excelling HR practices in alignment with the needs of business.

Summary

Around 14 years of experience filled with professional will and personal humility to constantly acquire knowledge in areas listed below.

- Organizational Development
- Learning and Development
- Talent Management
- Business Partnering and Consulting
- Foundation of Labour Laws & Industrial Relations

Certification Obtained

- SHL OPQ 32r – Occupational Personality Questionnaire- Interpretation
- RTPe – Rapid Talent Pool Evaluation- Facilitating Potential Assessment process
- Belbin Team Role Preference Accreditation

Experience

August 2012 ~ November 2016 **Hospira Healthcare India Limited** **Chennai**

Manager – Human Resources

- Business Partner for Biologics Function
- Talent Management Program aimed at building home grown talent
 - Conceptualized program named “Technical Professional Development Program (TPDP)”
 - Talent sourced from IITs and NITs
 - Engaging in 2 Year rotational program to deploy them in a function
 - Continuous learning & development Programs for TPDPs

November 2010 ~ July 2012 **FLSmidth India Private Limited** **Chennai**

Manager – HR Organizational Development

- Conceptualized, designed and implemented **Ethics Management** process
- Conceptualized and Institutionalized “**Leadership Development Framework Process**”
- Institutionalized **Budding Managers Development program**
- Implemented New **Performance and Development Review system**

October 2009 ~ November 2010 Carborundum Universal Limited Chennai

Manager – Human Resources (Business Partner for Domestic & Exports Marketing)

- Recruitment of Marketing resources (across 11 branches in India & Exports Team)
- Performance Coaching Sessions for Managers
- Employee Engagement Initiatives (Stay Interviews, Career Development Discussions)
- Branch office visits to create HR touch time (Quarterly)
- Handle operations related queries (HR Policy, PF, Travel Policy, etc.,)

HR Consulting:

- Restructuring CUMI shared services (Designation, Job Description, Training, etc.

November 2007 ~ June 2009 Scope International Private Limited Chennai

Associate Manager – Human Resources

HR Initiatives:

- Performance Management Survey
- Q12 Survey & Impact Planning Sessions
- Performance Management Coaching & Talent Classification Sessions

HR Consulting :

- Intervention on New Joiners Attrition
- Internal Compensation ratio amongst units studied

Talent Engagement :

- Identification of High potential resources
- Developmental programs for High potential resources
- Succession planning

June 2006 ~ November 2007 Wipro InfoTech Chennai

Senior Executive – Human Resources

People Process:

- Employee Retention Management
- Mapping aspiration of employees and informing them to business team
- Initiating employee bonding and engagement activities
- Site visits to create touch time with employees and minute the same
- Rewards and Recognitions roll out as per timelines

People Enablers:

- Conduct Career Framework sessions to employees
- Handle Role wise induction for employees
- Conduct Code of Business Conduct and Work Place Management sessions
- Handle HR Policies and Procedures refresher sessions

Tenure Management:

- Interview Retainers / Franchisees for Core conversion
- Ensure role rotations happen at appropriate time

March 2006 ~ June 2006**Kotak Mahindra Bank Limited****Chennai****Deputy Manager – Human Resources****Recruitment:**

- Receiving Manpower Requisition
- Source, Interview and Close positions
- Track and report the recruitment status on a weekly basis

Employee Relations:

- Conduct Skip level meetings to understand the issues faced by employees
- Visit the branches across locations and conduct team meetings

May 2003 ~ March 2006**Hyundai Motor India Limited****Irrungattukottai****Senior Officer – Industrial Relations****Corporate IR:****May 2003 ~ December 2004 =>**

- Maintain records and registers for Statutory Compliance
- Process loans and deductions and assist in salary processing
- Maintain all records and documents related to Corporate IR
- Liaison with Banks, LIC, Factory Inspectorate & other Government organisations
- Preparation of Daily Report by collecting data related to Absenteeism, Production and Accidents, from other Departments

Paint Shop IR Coordinator:**January 2005 ~ March 2006 =>**

- Maintain discipline in Shop Floor
- Conduct Joint Departmental Committee meetings and implement approved suggestion:
- Recruitment of Apprentices and Middle level Management staff in Paint shop
- Counselling employees related to Absenteeism, Misconduct and Family problems
- Conduct periodical meetings with Works Committee members and JDC members

Community Development:

- Coordinate and Organise medical camps in the neighbouring villages
- Organize and conduct meetings with Village Heads to discuss about the requirements in their village
- Follow up and implement the requirements approved by Management

Education	2001 – 2003	D.G.Vaishnav College	Arumbakkam, Chennai
	<ul style="list-style-type: none"> Master of Arts in Social Work (Personnel Management & Industrial Relations), 63% 		
	1998 - 2001	D.G.Vaishnav College	Arumbakkam, Chennai
	<ul style="list-style-type: none"> Bachelor of Commerce, 66% 		
	1996 - 1998	Gill Adarsh Higher Secondary School, Chennai	
	<ul style="list-style-type: none"> Higher Secondary, State Board, 93% 		
	1995 - 1996	Vivekananda Vidyalaya, Chennai	
	<ul style="list-style-type: none"> 10th Standard, Central Board of Secondary Education, 89% 		

Interests	Traveling, Swimming, Playing Cricket and Shuttle Badminton, Listening to Music
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Personal Profile	Age / Date of Birth	: 36 Years / August 7, 1981
	Father's Name	: Bhaskaran. K
	Gender	: Male
	Marital Status	: Married
	Languages known	: English, Hindi & Tamil