

G.M.SHRIKANTH

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SUMMARY

Generalist in Human Resources Management gained through experience in different companies....Experience includes overall HR responsibility.....Planned, developed and implemented HR programs for major corporate business.....Responsible for recruitment, employee relations, training and management development, performance appraisals, compensation and increments, analysis, etc.....stabilizing crisis and uncertainties.....Team leader and facilitator.....Effective communicator at all levels.....problem solving and understanding people.

EDUCATION

- **MA (Social Work) - 1992**
Personnel Management and Industrial Relations
from Madras School of Social Work

EXPERIENCE

KHAZANA JEWELLERY PVT LTD

Assistant Vice President - HR

April'18 – Dec'19

Heading the entire gamut of end to end Human Resource operations with a team size of five, reporting to Managing Director. (total number of employees 2000- multiple locations).

Total number of locations handled were 52 across Tamil Nadu, Andhra Pradesh, Telangana and Karnataka.

HR FREELANCER

Feb'14 to March 18

Providing HR consulting for Retail & Hospitality. Helped organizations to setup HR systems & processes.

NATHELLA JEWELLRY PVT LTD

May' 13- Jan' 14

Heading the entire gamut of end to end Human Resource operations with a team size of three, reporting to Managing Director. (total number of employees 450- multiple locations with turnover of 750 crores)

KHAZANA JEWELLERY PVT LTD

General Manager – HR

Jan'05 – May-12

Heading the entire gamut of end to end Human Resource operations with a team size of five, reporting to Managing Director. (total number of employees 1350- multiple locations with turnover of 2600 crores)

Total number of locations handled were 21 across Tamil Nadu, Andhra Pradesh and Karnataka.

Joined the company in its initial stages, was part of the Strategic Planning team and was instrumental in handling the following:

HR Policies, Strategies and Interventions
Manpower Planning and Recruitment
Performance Appraisal, Increments and Promotions
Training and Development.
Attendance and Payroll
Statutory Compliances
HR audit at all locations
Employee welfare and grievances

STYLE SPA FURNITURE LTD (FORMERLY GAUTIER INDIA LIMITED)
as Manager – HR & Customer Service **Jul'02 – Jan'05**

Heading the Human Resource department, reporting to Managing Director.
(total number of employees 200 spread across 40 locations)

FISHER-XOMOX SANMAR LIMITED
as Executive Manager - Personnel **Mar'01 – Jul'02**

Heading the unit personnel department, reporting to Chief Executive.
(total number of employees 225)

- Developed and implemented comprehensive performance appraisal system based on KRA.
- Designed and implemented training need identification, assessment and skills development
- Restructured the compensation package.

SPIC Petrochemicals Limited **Dec'95 – Mar'01**
as Personnel Officer

Head of the HR functions reporting to the Technical Director and during project implementation reported to Advisor (HRD). A large petrochemical plant in project stage. Responsible for providing HR support to over 450 employees.

- Recruited around 200 fresh engineers for the project. Inducted and planned their 18 months training in co-ordination with SPIC Training Centre.
- Prepared Training Calendars for External programs and internal cross-functional training. Co-ordination with training institutions & Centre. Reviewed and evaluated the feedback of training programs.
- Effectively administered Performance Appraisal System for employees on an annual basis for increments and promotions. Reviewed performance of new entrants once in 6 months for recommending confirmation.
- Worked closely with the management and employees, to facilitate implementation of HR programs, in areas of team culture, positive attitude, oneness, transparency in the system, etc. Designed, Communicated and implemented HR policies.

**THEJO Engineering Services
as Personnel Officer**

Aug'93 - Nov'95

Reported to Managing Director with six people reporting to me. Thejo basically manufactured Glue and rubber related products for conveyor belts. Total strength of 250 employees.

- Responsible for manpower planning, recruitment, training, corporate policies and benefit programs, etc. Introduced 360 degree appraisal system and established Performance Linked Bonus.
- Analyzed industry pay standards and designed incentive program to place company in more competitive compensation position.

**Morgan Industries
as Management Trainee**

June'92 - Aug'93

Reported to the General Manager (Works), responsible for Factory Administration, labour relations, safety and legal compliance.

- Personnel and related activities in setting up Personnel Department.
- Benefits & welfare administrations.
- Statutory compliance & liaison with Government Agencies.

PERSONAL PROFILE

Date of Birth	:	February 25, 1969
Father's Name	:	Late G Mudhurangaiah
Languages known	:	English (Read, Write & Speak) Tamil (Read & Speak) Telugu, Hindi & Malayalam (Speak)

Place: Chennai
Date:

G.M.Shrikanth