R E S U M E

**Name** Gopal Abasaheb Kashte

**Objective** Successful Business Partner in the growth of the organization

**Vision** Execute and Implement employee relations strategy for the Plant to minimize the negative impact of individual employee grievances or collective labour disputes for keeping High Performance Organization and retain the talent. Implement HR Systems and processes in the Plant in order to render and provide quality services in line with corporate policies and guidelines.

**Career Graph** HR Business Partner having knowledge of Business Policy and experience in Recruitment, Best HR practices, setup of Green field project (The India Cements Limited) in time limit, statutory compliances, recruitment in project phase as well after setup with proper talent and identifying critical positions, succession planning, company policy implementations, MIS reporting, Union Handling, Manpower planning, Cost effective process and costing etc. representing Management in various statutory enquiries, HR initiatives projects, union management, disciplinary actions, career planning, team building, succession planning with proven ability to work in the organization.

Successfully handled HR Operation related to 350 + associates in USL and all the day to day matter of associates along with 400 + Contract Labours.

Involved in various employee connect activities and surveys conducted by company for Organization Value Survey, annual feedback, appraisal trainings, online courses etc.

Having good communication and inter-person relationship with various level of society & for people management as well with Govt. Bodies. Successfully handling compliance related to PF, ESIC, Labour Office, DISH etc. also handled various inspections and enquiries.

Effectively handled fatal accident case & awarded compensation.

Authorized signatory in various Statutory Compliances.

Team Member in organizing **NIPM’s** **WRC 2015 @ Aurangabad**

**Qualification Enrolled Welfare Officer** as per **Factories Act** (No. DISH/94-S/K-196)

**MBA (HR) - 2012 Diploma in Labour Laws - 2010**

**LL.B - 2007 B.Com - 2003**

**Membership** Life member of **National Institute of Personnel Management**

**Languages Marathi, Hindi and English (known Punjabi, Marwari)**

**Computer MS Office, Various Payroll modules, handling Government Portal’s**

**Effectively, hands on Excel, Word & PowerPoint**

**Typing English typing speed 50 Wpm & Hindi – Marathi 30 Wpm**

**Organizations: Currently associated with:**

**Wind World India Limited (Earlier known as Enercon India Ltd),**

Plot No. 24, Sadar Bazar, Satara (Maharashtra)

As Regional HR - Maharashtra

Wef August 2016

Work force 600 +

**Previous Associated with:**

**M/s. United Spirits Limited, (A DIAGEO Group Company),**

MIDC Chikalthana, Aurangabad

As Sr. Executive – HR

Since November 2015 to July 2016

Work force 1000 +

**M/s. The India Cements Limited,**

**(Leading & well known Cement Group of India),**

Parli-Vaijanth, Dist : Beed

As Sr. Asst. Manager (HR)

Since August, 2009 to November 2015

Work force 400 +

**M/s. Gamma Engineering Pvt. Ltd. (Handled two units one Engineering and another Plastic Moulding),**

E-91/2, MIDC Waluj, Aurangabad

Designation Manager (HR)

Employment Period May, 2008 to August, 2009

Work force 400 +

**M/s. Rohit Exhaust Systems Pvt. Ltd. (Press & fabrication unit),**

K-249A, MIDC Waluj, A’bad

Designation Officer (HR)

Employment Period May, 2007 to April, 2008

Work force 1000 +

**M/s. Dhoot Transmission Pvt. Ltd. (Leading Harness Industry),**

Farola, Aurangabad

Designation Executive (HR)

Employment Period May, 2s006 to May, 2007

Work force 1000 +

**Overall profile summary:**

**Human Resources Management:**

* Communicate & implement HR Policies to all Employees
* Ensure smooth work and productivity of the organization and support the various functions to maintain the productivity
* Knowledge of Business and provide required support from the HR to keep business viable with deep understanding of the Business activity of the organization
* Suggestion and implementation of cost cutting projects
* Support to Corporate Office in various HR initiative planned by Corporate Office aligned to Organization Goals
* Customer Support according to need of the business
* Initiate new HR practices for motivation and retention
* Ensure execution of Separation policy and process
* Determining motivation & satisfaction levels of employees through personal interaction
* Training activities plan, execution, record etc.
* Arrangement of various HR & Welfare initiative
* Employee engagement programs, celebrating various events
* PMS implementation
* Budget, Monitor & control administrative overheads
* Various MIS Preparation and presentation

**Recruitment:**

* Planning human resource requirements in consultation with heads of different functional & operational areas
* Direct the Plant's recruitment activities in order to ensure that the best candidates are selected for each role and that the recruitment process is conducted efficiently, cost-effectively and in accordance with the organization’s policies and standards
* Mass recruitment through walk in & Campus etc.
* Handling Employee Knowledge Center, feedback portal, Training module, Manpower Recruitment System etc.

**Industrial Relation:**

* Drive initiatives at the Plant to ensure good employer-employee relationships at the plant
* Ensure that the wage Negotiations are conducted in such a way that it is aligned the organizations / Plant’s productivity norms, the Operator’s employment contracts, regulations, laws, and the organization’s employment policies and standards
* Ensure proactive measures such as union meetings, counseling, and mediation & appropriate disciplinary measures to support Wage negotiations
* Timely and effective compliance to all commitment made during wage settlement
* Solved union matters/issues by following fair practices on day to day working, which gained faith in Union towards organization & adopted practices
* Building positive relationship throughout the plant

**Legal:**

* Co-ordinate with Government Authorities advocates & attends court cases / quasi judicial enquiries. Advise and recommend Management in connection with litigations
* Represent management in dispute resolution procedures with employees, unions, government agencies, labour relations authorities, and other relevant agencies so that the organization’s interests are protected
* Represent management in various proceeding under PF, ESI, Labour Office, Factory Inspector, Domestic Enquiries etc.
* Successfully handled PF Inspections, 7A, 14B & 7Q cases
* Annual Health Checkup, safety audit etc.
* Statutory compliance related to various labour laws etc.

**CSR Activities:**

* Self Employment program & aid for unemployed youth etc.
* Provide facilities to orphanage, schools, colleges, temple etc.
* Arrangement of various sports competition & event for school, college as well as health / blood donation camp for society
* Career guidance programs for employable youths etc.

**Administration**

* Contract Labour Management, event management and facility management
* Canteen
* Dispensary
* Vehicle Management
* Guest Entertainment

#### Personal Information

**Birth Date** 31st December 1982

**Languages known** Marathi, Hindi & English

**Father Name** Abasaheb Kashte (Retired from Private Service)

**Mother Name** Sarubai - House Wife

**Spouse Name** Sunita (Sonali) – House Wife

**Category** Open (Maratha)

**Habits** To make positive relations

**Hobbies** Travelling, connect with nature, listen music

# Contact No.’s +91 9011043147

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**Current CTC** 10.00 l.p.a. (Additional facilities 02 l.p.a.)

**Notice Period** One Month

Thanking you,

**Gopal A Kashte**