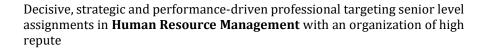
PRADEEP KUMAR

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Profile Summary

- A competent professional with nearly 21 years of experience in Human Resource Management withkey focus on talent acquisition, employee relations, talent retention, optimal utilization of resources and organization development with BFSI (Insurance & NBFC), ITes/IT and Outsourcing industry.
- Merit of functioning as Business HR Partner for the biggest sales force in the group comprising of mix products and more than 9000 workforces.
- In-depth knowledge of **HRIS** (**Human Resource Information System**) with skills in providing vision in the areas of HRIS to facilitate and enable growth & business agility
- Approachable leader with skills in **bridging the gap between managers and employees** by resolving matters pertaining to performance plans, development plans, employee conduct, employee management issues, salaries and benefits
- Acting as a **strategic business partner** to the management; providing guidance on how to best drive employee engagement and productivity while limiting legal risk exposure through strong knowledge of Labour Laws/ HR Acts
- Excellence in designing and applying a comprehensive **performance management, competency and compensation framework** to support the business and achieve ambitious growth plans
- **Strategy architect** credited with implementation of innovative HR initiatives to streamline processes and capitalize on organizational growth opportunities
- Competent in data HR Analytics
- Piloted the implementation of various **CSR activities like** close coordination with local school, Social workers. Conducted M-Care Medical camps for health checkups, M-Scholar for meritorious students, Mid day meal, Highway Heros Training truckers, M Education Provide infrastructural support by providing computers, constructed toilets, setup physical /chemistry labs, provided water filters and coolers. Partnering NGO to construct old age home, orphanage, super-specialty hospital
- Structured and **implemented programs and policies** in the areas of training, compensation structures, benefits packages, incentives and new-employee orientation
- Skilled in **empowering employees to voice their opinions/ grievances on a common platform** as well as arriving at mutually beneficial productive agreements
- Rich experience in **HR Policies & Initiatives**; implemented policies & initiatives with focus on employee engagement, empowerment & enlightenment
- Experience in **ensuring smooth running as well as enhancement of centralized HR process operations** along with introduction of right practices in alignment with business operations; track record of having **established HR processes** from germination level
- Exceptionally well organized with a track record that demonstrates self-motivation, creativity & initiative to achieve both personal and corporate goals; possess excellent team building, communication, relationship management and analytical skills
- Piloted in Business Transition / Transformation Projects / Re Organizations / Redeployment / rationalization.

Core Competencies

Human Resource Management

Recruitment Strategy Planning

Talent Acquisition & Mapping

Training/ Learning & Development

Manpower Planning & Budgeting

Employee Lifecycle Management

Continuous Process Improvement / Compensation Management

Statutory Compliances / Compensation Management

Policy Formulation & Implementation

Work Experience:

Poonawalla Fincorp Limited (previously Magma Fincorp)

Human Resource Business Partner @ General Manager for North Zone



Oct'10 - Mar'12 - SBU Generalist, Delhi – UP/Delhi/NCR.

• Apr'12 - Mar'15 - Regional HR – Talent Acquisition - North

• Apr'15 - Nov'15 - Zonal Business Partner - Insurance - North

Dec'15 - Till date - HR Business Partner - North Zone for PFL and PHFL.

Key Result Areas:

- Formulating the **Annual Manpower Budget, Organizational Report, Succession Plan, Talent Map and HR Framework and Initiatives** with a focus on organizational structure, quality, culture, values and performance
- Supporting long-term business goals with a **Strategic HR Framework** around the key elements of **attract**, **retain**, **build**, **engage**, **excite and transform**
- Collaborating with senior management for successful manpower planning, resourcing and deploying expansion
- Analysing HR & administration processes, streamlining systems, focusing on improving processes to promote reliability, increase simplicity and enable scalable growth
- Advising the top management team on **critical issues such as culture, productivity, talent and employee management trends** through HR metrics and reporting
- Leading entire HR Operations inclusive of **organizational development**, policy formation, **statutory compliance**, planning & execution of **HR audits** and vendor management
- Spearheading **Talent Management & Acquisition**, based on business plan basis the defined talent acquisition and talent development strategy
- Defined KPIs/ goals, monitoring performance, identifying skill gaps and facilitating learning & capability building programs on people issues impacting performance

Highlights:

- Won Bankok Trip Recognized as Best Regional HR 2011.
- Awarded as Best Regional HR in HR Meet (2012), Best HR North in R & R (2013) and HR Meet (2013), Best HR North in R & R (2014) and HR Meet (2014).
- Certificate of Appreciation for contribution in H1 (2017-18) in National leadership meet.

Intarvo Technologies Ltd. (previously RT Outsourcing Ltd) - (Oct'07 - Sep'10)

HR Delivery Manager for PAN India

Key Result Areas:

- Worked as HR Service Delivery Partner for all LOB.
- Primarily responsible for Talent acquisition, manpower planning, talent management and service delivery.
- Facilitated employee engagement & effectiveness by conducting Branch visits, reach out sessions, career progression, attrition
- Implementation of HR SOP. Grievance Management.
- Client account management

Highlights:

- Pivotal in HR partnering with 2100 employees across the country
- Merit of being a Part of Corporate HR and Regional HR team
- Successfully executed HR Services for the organization and been appreciated by Management.
- Implementation of Location HealthCard and HR Direct Access to reach remote location employees.
- Exceptional performance leading to consecutive promotions in row.

Previous Experience

Aug'03 - Sept'07 RL Films Ltd., Noida as Admin/HR @ Senior Executive.

May'98 - Jul'01 Methodex Computer Pvt. Ltd., New Delhi as Programmar





Education & Credentials

- MBA in Human resource and IT from Amity Business School, Noida in 2006.
- **M.Sc. in Computer Science** from MDU, Rohtak in 2003.
- **B.Sc.** from Allahabad University in 1995

IT Skills

- MS Office (Word, Excel, PowerPoint)
- PeopleSoft

Personal Details

Languages Known: Hindi and English

Address: 1401/CG5, Supertech Capetown, Sector 74, Noida – 201301