

Soumendra Rout

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Profile Summary:

HR professional having experience of 18 years in the domain of Talent Acquisition, Business Partner, Generalist, Legal & Compliance, Employee Engagements, Exit management in BFSI sectors and products like Insurance, Finance, Mortgage, Vehicle, SME, Secured & unsecured, Personal Loans, Business Loans, Project Loans and Housing Loans.

Professional Experience:

Present Employer: Poonawalla Fincorp Ltd. (From Apl'21 till date)

Designation- Zonal HR

Work Experience-2:

Previous Employer- Magma Fincorp Ltd. (From Apl'12 till Mar'21)

From 2012 to 2014- SBU HR (L)

From 2014 to 2021- Regional HR

Products handling:

- Vehicles Loans
- SME Loan
- LAP Loan
- Housing Loan
- Personal Loan & Business Loans.

Key Activities in Brief:

- Conducts weekly meeting with respective business units and address people related issues.
- Trend and predictive analysis to develop solutions, programs and policies.
- Manages and resolves complex employee relation issues and conducts effective, thorough and objective investigations.
- Coaching, counseling, career development and disciplinary actions.

- Works closely with managers and employees to improve work relationships, build morale, and increase productivity and retention.
- Provides guidance and inputs on business unit structures, workforce planning and succession planning.
- Identifies training needs for business units and individual executive coaching needs.
- Talent acquisition and keeping budget intact.
- Team management on “Hire to Retire”.
- Employee Engagement, PMS, Exit management, Retention, compliance etc.
- Implementation & streamlining of all HR programs and tech integrations.

Work Experience-2:

Employer- Wreck Financials Ltd (A Startup Company)

Designation- Chief Manager- HR & Projects (from Oct’09 to Mar’12)

Products Handled:

- Automobile Financing (used segment)
- Insurance services
- Housing & SME, Business Loans

Key Activities:

- Established the function from scratch in term of Admin & HR.
- Incorporated all the HR policies, programs and SOPs.
- Created & enhanced the work culture.
- On boarded all staffs as per plan for business delivery.
- Facilitated all departments as business partners
- Cost center Head in terms of Recruitment and Admin activities.

Work Experience:

Employer: - Bharti-AXA Insurance Ltd. (From July’07 to Sep’09)

Designation: Business Partner-HR & Agency Development

Products Handled:

- Insurance

- Investment Services

Key Activities:

- To facilitate the Sales & Support teams with HR support to achieve organizational vision.
- Anchoring Talent Acquisition activities in the entire zones to ensure timely delivery.
- Ensuring maximum usage of available resources to deliver the assigned task within TAT.
- Ensuring 100% compliance & process adherence for all Talent Acquisition activities.
- Managing the complete employee life-cycle management for the Region.
- Driving the initiatives for improved productivity, building capability and quality enhancement.

Work Experience:

Employer- HDFC Insurance Ltd. (From Jun'06 to Jun'07)

Designation- SDM

Employer- PH Finance Ltd. (From Apr- 2004 to Jun- 2006)

Designation: Business HR

Key Activities:

- Managing complete employee life cycle.
- Implementation of Motivational Schemes and Appreciation Programs.
- Preparation of HR MIS Reports and make regular presentation to Top Management.

EDUCATION:

MBA in HR, 2004.

Bachelor of Commerce, 2002.

ADDITIONAL INFORMATION:

System/Tech Proficiency	:	Trained in People Soft/HRMS, ERP and Oracle.
Languages known	:	English, Hindi & Some Regional languages
Date of Birth	:	27 th June, 1981.

**With Regards,
Soumendra Rout**