

Tanmaya Kumar Panda

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Brief Snapshot

- A dynamic professional with more than **21 years** of rich indigenous experience in Human Resources / Industrial Relations & administration in multi cultural business environment.
- Domain expertise in manpower planning & integrated talent management with skills in talent management along with other HR related functions, viz. Recruitment, Induction, Competency Mapping, Compensation (Salary & Wages) and Benefit Management, Performance Management Systems, Labour Issues & Disputes, etc.
- Associated with National Payments Corporation of India as Head – HR, Administration and Corporate Communication since 10th February 2010.**
- Expertise in *Best HR Practices, Recruitment, Training & Development, Performance & Competence Management, Industrial Relations which includes Employee Involvement & Engagement activities.*
- Possess effective skills to handle unionized environment with effective networking and information channels.
- Possess a clear understanding of the industry Corporate HR trends, Labour Laws with the distinction of instituting quality practices to achieve business excellence, resourceful in planning, strategising, decision making and implementing abilities with demonstrated success in handling HR/ Labour issues as well as change management projects.
- Vast experience in managing the set up of facilities with accountability for strategic utilization & deployment of available resources to achieve organizational objectives; skilled in ensuring smooth administrative activities (time office, security, logistics, etc.)
- Possess strong inter-personal skills with an ability to relate to people across all hierarchical levels in the organization and motivating cross functional teams towards the achievement of organisational objectives.

Core Competencies-

-Manpower Planning	-General Administration	-Compensation and Benefits
-Talent Acquisition	-Policy Design and Implementation	-Knowledge Management
-Industrial Relations	-Change Management	-Training and Development
-PMS Implementations	-Statutory Audits & Compliances	-Reward and Recognition
-Resource Optimization	-Corporate Communications	

Employment Recital

<u>Tenure</u>	<u>Company</u>	<u>Designation</u>
Feb. 2010 to Dec. 2013	National Payments Corporation of India (Private Sector)	VP & Head – HR, Adm & Corporate Communications
Jan. 2008 to Feb.2010	BEL, Corporate Office, Bangalore (Public Sector)	Dy. General Manager-HRD
July 2007 to Jan. 2008	Navi Mumbai SEZ, of Reliance Industries Limited (Private Sector)	Dy. General Manager-HR
April 1999 to July 2007	Bank of Baroda (Public Sector)	Senior Manager-HRM
May 1992 to April 1999	Allahabad Bank (Public Sector)	Personnel Officer

Key Achievements:

NPCI, Mumbai

Key Responsibilities- to support the Management Team in delivering their Business objectives effectively through a strategic approach to People and Talent Management

- Designed and implemented end to end HR policies and Processes with approval from Board within six months of joining.
- Hiring of all strategic level positions within three months of joining
- Scaling of manpower resources by 400+ as per business Plan
- Setup three locations with 400+ seating capacity across locations within budget.
- Designed and implemented Performance Management System within a year of inception.
- Implementation of eHRMS within six months.
- Completed Organisation wide Employee engagement study by meeting all employees in two months and instantly addressing their concerns. Able to retain critical talents through continuous engagement with key talents.
- Introduced all Social Security Policies for entire Human Capital.
- Ensure positive media campaign for promoting the Brand.

BEL, Bangalore

Identify and introduce OD Initiatives linked to Culture , Innovation and other Change Management Imperatives to support BEL business strategy

- Competency modelling for 200 job roles within 7 months of joining.
- Introduction of experiential learning from outdoor training programmes within 6 months of joining.
- Development centre for 61 Senior Executives during my two years tenure
- 80 PMI certification and maiden award from ISTD for implementing innovative training practices.
- CSR initiatives worth 1% of total net profit of the Company.

NAVI Mumbai SEZ

- Rolled out Career Management, Talent Management & Succession Planning, and Mentoring & Buddy Scheme for executive cadre employees.
- Introduction of reward and recognition Scheme.

Bank of Baroda & Allahabad Bank

- Smooth HR integration of two amalgamated banks with bank of Baroda during 1999-2002.
- Handled more than 50 court cases pending at various Labour Courts, High Courts and Supreme Court. Not a single decision was allowed to go against the Bank
- Successfully stabilized the entity comprising of 5 different Grameen Banks amalgamated as one entity, without any dispute by introducing major HR policies during the tenure of 10 months.
- Contributed towards business growth and recovery of bad debts.
- Successfully handled the Banks' transformation process and was nominated Brand Champion.
- Successfully handled all the Court cases and Conciliation Proceedings and all were decided in favour of the Bank.

Special Recognition

- Was a member of Lions Club, CII HR Conclave
- Attends as Visiting Expert at various Management Colleges at Navi Mumbai, Pune , Bhubaneswar
- Felicitated by Mr N R Narayana Murthy and Mr Nandan Nilekani for various HR & Admin related achievements.
- World HRD Congress in partnership with ET Now- Talent & HR Leadership Award felicitated as "40 Most Talented HR Leaders in India " on 15th February 2013
- Is a regular invitee by Nuclear Power Corporation of India Limited as HR Expert.

Scholastics

- 1989 Master in Personnel Management and Labour Welfare (IR) from Utkal University, Bhubaneswar, India (Passed with First Class).**
- 1987 Bachelor of Commerce (with Honours) from BJB College, Bhubaneswar (Passed with First Class Honours with Distinction)**
- 2006 CAIIB from Indian Institute of Banking and Finance**

Membership

- Corporate Member of National Institute of Personnel Management
 - Corporate as well as Individual Member of NHRD(National HRD Network)
 - Corporate and Individual Member of AIMA (All India Management Association)
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Personal Dossier

Date of Birth: 2nd January 1968

Permanent Address: House No 1507, Behind BRIT Colony, P.O. Nayapalli, Bhubaneswar –751012,
Odisha, India. Phone 0674 2563560

Linguistics: English, Hindi & Odiya