



# ANUPAM SHARMA

HR Professional

## PROFILE

9+ years of experience in End to End HR, including Operational, General HR, Site HR, Business HR, Strategy, Talent Acquisition, Management, Campus & Lateral hiring, Training & Development, Performance Management, Content, Induction, Employee engagement, IR, Compensation & Benefits, Policies design, Payroll, Exit, MIS, Surveys, HR Audits etc.

## INDUSTRIES SERVED

Infrastructure, EPC, Construction, Tunneling, Manufacturing, Steel, Heavy Fabrication, PEB, SAW Pipes, Banking, Logistics, IT & Consulting.

## CONTACT

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## EDUCATION

### University of Pisa Business School, Italy

2016, International MBA program, Full time, Final grading "Excellent"  
UniPi is ancient university ranked 201-300 globally by ARWU.

### SCDL, Pune

2007-2009, PGDBA – Human Resources, Final score – 64.54%

### Kumaun University, Nainital

2004-2007, B. Com, Final Score – 60%

### IIT Kharagpur, West Bengal

Mar 2017, Certificate Program, Planning & Managing HR Tool & Techniques.

### UGC-NET Qualified

## EXPERIENCE HISTORY

### Kesineni Group, Hyderabad & Delhi

#### Senior Manager- HRD

Mar 2018 to Sep 2018

90-Year-old South Indian company into Logistics, Travel & Hospitality.

### HINI Solutions, Noida

#### Principal Consultant - Trainings

Jan 2017 to Mar 2018

Training & Project consulting, serving IT Companies, specialized in cloud and Virtualization technologies.

### Pratibha Industries Limited, Mumbai & Delhi

#### Asst. Manager - HR

May 2010 to Dec 2015

3000 crores, NSE BSE Listed company into EPC, Infrastructure, Tunnel, Water, Realty Projects & Manufacturing of Structural steel & SAW pipes.

### Credentials India, Delhi

#### Senior Executive - HR

Sep 2007 to May 2010

Delhi Based Recruitment consultants primarily into Executive search, Middle and Senior level Recruitments.

## HR SKILLS

- Recruitment of Indians and Expats, Mass hiring, headhunting, Campus Recruitments.
- Manpower Budgeting and Planning.
- Handling stakeholders, HODs, rapport building.
- Employee Life Cycle Management
- Training Design, Calendar, Delivery, coordination, E-Learning Content Creation, Leadership Development Programs, need analysis, impact. Induction.
- Compensation Structuring, PLI, Variable payment.
- Policies Formulation, review & Implementation.
- HR Process flow design, SOPs
- Designing & Conducting surveys
- 360 Degree Feedback.
- Designing & Implementing PMS.
- Employee engagement activities.
- HR Audits (Internal, ISO, Client)
- Payroll Administration, Exit.
- Assessment center handling, Open House.
- HR Analytics, MIS.
- IR, Grievance Handling, charge sheet, compliances.
- Overseas HR Operations
- Team Management
- VISA, FRRO, EXPAT Management

## PERSONAL DETAILS

Father's Name - Late Mr. M.L. Sharma  
Mother's Name - Mrs. Sanyogita Sharma  
Date of Birth - 28<sup>th</sup> June 1986  
Marital Status - Married  
Perm. Address - Awas Vikas, Rudrapur, Uttarakhand  
Interests - Politics, Cinema, Religion, Travel etc.  
Extra circular - Played Cricket at University level, Theater.  
When I am not working - I am reading.

Available for Relocation.  
Notice Period – Not required.

## EXPERIENCE DETAILS

### SENIOR MANAGER-HRD

**KESINENI GROUP, MAR 2018-SEP 2018**

Kesineni Group is a 90-Year-old organization into Logistics, Hospitality & Travels. Responsible for Reviewing & streamlining HR Processes, HR initiatives & Interventions, creation of Employee friendly culture and overall HR strategy. Additionally, taking care of planning and setting up expansion of the company in Northern & Western part of India.

### PRINCIPAL CONSULTANT - TRAININGS

**HINI SOLUTIONS, JAN 2017-MAR 2018**

HINI Solutions was a small startup endeavor to serve training needs of IT organizations. We were specialized in the domain of Cloud computing and virtualization.

### ASSISTANT MANAGER-HR

**PRATIBHA INDUSTRIES LTD, MAY 2010-DEC 2015**

Pratibha group is 3000 crores, NSE & BSE Listed Engineering organization, Having Business Interests in Manufacturing of Structural Steel SAW Pipes & EPC Infrastructure Projects i.e. Roads, Buildings, WTP, Tunnels, TBM, Airports, Metro, Water supply etc. He worked as SPOC for manufacturing units of structural steel (PEB & SAW pipes) business initially, later lastly worked as Business Partner – HR for business unit Dedicated to Underground Tunneling Projects by TBM (Tunnel Boring Machine) for the clients DMRC (Delhi Metro), DJB, etc. Handled End to End HR, taking care of 2500 staff from all over the globe.

### SENIOR EXECUTIVE-HR

**CREDENTIALS INDIA, SEP 2007-MAY 2010**

Credentials India was a Delhi based Recruitment consulting organization specialized in Mid and Senior Level Recruitment assignments for MNCs. He worked as a Recruiter and Client acquisition executive, clientele included Pratibha Group, JTM-JV (Dubai Metro), Tecnimont ICB, DTZ Advisory, E&Y, Accenture Consulting, Citi Financial consumer finance, Avaya Global connect, Ericsson, Ranbaxy, Calyx Pharma, Abbott Healthcare, Reckitt Benckiser, BMW, etc.

## INTERNATIONAL EXPERIENCE (MBA PROJECT)

### WINNER IIP- HRD

**UNICREDIT BANK, MILAN & MOSTAR, JUL 2016-OCT 2016**

UniCredit is 25 Billion USD, Fortune 500, global banking & financial services company. Its network spans 50 markets in 17 countries, with more than 8,500 branches & over 147,000 employees. During this Internship he designed and conducted Management & Leadership development workshop for Mid-Level employees of the bank, designed and implemented 360 -degree Feedback Tool, designed LDP for Economic graduates, Handled Assessment center for Recruitments, designed Gamification of application for bank retail staff, created content for E- Learning tool, i.e. focus on solution, Digital Transformation etc. along with general day to day HR activities at Bank.