
SENIOR HUMAN RESOURCES EXECUTIVE

Transforming Cultures, Building Corporate Infrastructure and Engaging Employees Proactively

Senior Human Resources Manager (Functionally heading Corporate HR) who has shaped high—performing cultures at LG Electronics with progressive resources, prolific communications and robust HR programs that brings growth and sustainable culture. Employs current human resource practices that attract and retain high-potential talent. Develops executable strategy that motivates teams individually to exceed the corporate objectives through various economic cycles.

- *Strategic Human Resources Planning*
- *High Performing Talent Acquisition*
- *Training Development & Facilitation*
- *Change Management & Reengineering*
- *Succession Planning & Development*
- *Performance Compensation Programs*
- *Organization Restructuring*
- *Field Compliance*
- *Employee Relations, Diversity & Inclusion*

PROFESSIONAL ACHIEVEMENTS & EXPERTISE

LG Electronics (Leading Consumer Durable company),Noida

2006 — Present

Korean Multinational with worldwide locations and 82000 global employees and in India total 15000 employees

Current Role: Head Corporate HR

- Developing and implementing HR strategies and initiatives aligned with the overall business strategy
- Bridge management and employee relations by addressing demands, grievances or other issues
- Manage the recruitment and selection process(Talent Acquisition)
- Support current and future business needs through the development, engagement, motivation and preservation of human capital
- Developing and monitoring overall HR strategies, systems, tactics and procedures across the organization
- Nurture a positive working environment.
- Oversee and manage a performance appraisal system that drives high performance.
- Maintain pay plan and benefits program.
- Assess training needs to apply and monitor training programs.
- Report to management and provide decision support through HR metrics.
- Ensure legal compliance throughout human resource management.
- Building High performing organization with continuous improvement in Productivity.
- Complete Talent Acquisition for sale and support function and managing team of recruiters.
- Performance Management function , R&R ,KPI ,Leadership surveys.HR Cost Management, Incentive plan and controlling and monitoring Labour cost .
- Employee Engagement through Change Leaders.
- HRM of Promoters (approx 8000 promoters)
- Improvement in Attrition(20% improvement)
- Manage a team of 18 HR professionals to cultivate a unified, values- based culture and brand.
- Improve employee workflow productivity by 10% by creating process
- Implement corporate values identified by senior leadership that transformed a passive workforce into a performance-based workforce that produced more revenues for the firm and more income for themselves.

Earlier Role: Head Plant HR,

Key Result areas

- Responsible to work with Plant team to drive HR process in timely and efficient manner.
- Identification and implementation of positive employee engagement programs ,in consent with all stakeholders, to enhance employee engagement score.
- Propose and implement best HR practices and right manning model for plant, Leading change initiatives and support continuous improvement in plant.
- Partner with Plant and formulate IR strategy and implement proactive for harmonious industrial relations.
- Collection and analysis of Factory Manpower indices (Labour Cost) and preparing and implementing action plan to control Labour cost.
- Functioning of Employee Communication forums (staff and workers)
- Learning and Development of Plant Level employees
- Implementing mechanism for gauging and sensing employee feelers for smooth and effective wage increments.
- Ensuring effective and fair settlement of all IR related issues.
- Over all Management, Monitoring and Control of more than 3000 manpower of the Plant.
- Ensure that all statutory compliances under applicable labour legislations for all locations and prevention of any legal action thereof.
- Disciplinary action-scrutinize enquiry proceedings, monitor conclusion with appropriate punishment.
- Review all employee related legal/conciliation cases, brief advocates ,recommend action plan, draft replies and attend court hearings with an aim to win/reduce company's liability in case of adverse decision of courts.
- Liaison with key stakeholders group at local and state level.(Local bodies, industry network, local avocations ,employer association, Government authorities(Dy LC,PF commissioner ,Joint Director ESI, Registrar Trade Union, District Magistrate and SSP).
- Responsible for all welfare measures related to Insurance and Mediclaim.Complete Management of 5000 Sales Support Team-Out sourced (across India) .
- Pan India Payroll Management and Attendance Monitoring.
- Responsible for CSR implementation under new guidelines under the Companies Act 2013

Achievements:

- Provided end to end management of Industrial relation.
- Handled Union Activities and maintain non unionized setup
- Successfully controlled attrition.
- Formation of workers committee
- LTS with workers committee.
- Successfully implemented 8 wage revisions without any noise.
- U.P Factory rules amendment in respect to declaration of some processes as continuous process.
- First time introduced compulsorily training for Line Manager for effective shop floor handling.
- System based Compliance Monitoring system for all establishments.
- Centralized (at one point in India) attendance monitoring system
- E-helpdesk for all employees.
- Implementation of new operating structure for all service centers in india for minimizing risk under provision of The Factory Act.

Previous Work Experience:



EDUCATION & CERTIFICATION CREDENTIALS

IIM Ahmadabad, Advance Human Resource Management	2013
Jiwaji University, Gwalior — MPM&IR	1998
Kurukshetra University, Bachelor of Computer Science	1996
Date of Birth	1 st June 1975
