

Rajkumar Paul

Versatile & Strategic Senior Human Resource Management Professional with 18 years of expertise.

Summary

HR Generalist with over 18 years' experience in entire gamut of HR & IR which includes Strategic HR management, Performance management, Change Management, Organizational behavior, Compensation & Benefit, Employee relations, Statutory Compliance & Expat management.

Aspires to be a leadership / business partner to develop and execute organization's HR strategies to align structure, culture and talent with business objectives.

Major Accomplishment:

- ❖ Good exposure in Plant & Corporate HR.
- ❖ Handled Green field and Brown field projects in Kusakabe India & Aisan Auto Parts.
- ❖ Independently established HR system in a green field manufacturing project of Kusakabe India.
- ❖ Good in cultural change -Worked in 2 Locations. Sricity (AP) & Chennai (TN).
- ❖ Handled INTUC & NDLF unions, one long-term settlement 12 (3) done.
- ❖ Handled expats for 8 years.
- ❖ Managed two Right Seizing & Down downsizing cycle.
- ❖ Good in Event Management- family Day, in get-together, etc
- ❖ Attended much Campus to corporate program in Management schools & Engineering collages.

HR Functional Experience Details:

Present Organization

Location
Period
Position

Aisan Auto Parts India Pvt Ltd (AAI)

(Japanese MNC)
Sricity, Andhra Pradesh
Since Apr 2016
Manager – HR & Administration

Previous Organization –I

Location
Period
Position

MAASEN Enterprises Pvt Ltd

Chennai, Tamil Nadu
Feb 2015 to Mar 2016
Head HR Business

Previous Organization –II

Location
Period
Position

Kusakabe India Private Limited

(Japanese MNC)
Sricity, Andhra Pradesh
From Mar 2012 to Jan 2015.
Human Resource Leader.

Previous Organization –III

Location
Period
Position

Bhatia Coke & Energy Limited

Gummidipoondi, Tamil Nadu
From Aug 2010 to Feb 2012.
Assistant Manager HR & Administration

Previous Organization –IV

Location
Period
Position

SRF Limited / Dupont Fibers Limited.

(DCM Group)
Gummidipoondi, Tamil Nadu
From Sep 2002 to Jul 2010.
Executive HR & Administration.

My Accountability

Career System - Attraction and Retention of Human Resources.

Manpower planning, Recruitment & Selection, Career planning, Succession planning & Retention.

Achievements: Developed Policy & process for Hiring, Plan & hired more than 15 Managers in Kusakabe India and in Aisan Auto parts, 150 engineers for the Bhatia Coke and Energy, Brown field project in one year & hired 3 General Managers in Aisan Auto Parts India.

Maintained attrition below 10%

Work System -Utilization of Human Resources.

Role analysis, Performance management, Promotion, Job rotation, Compensation & Reward.

Achievements: Did Competency mapping for all positions and 10% job rotation with in organization done.

Development System - Development of Human Resources.

Induction, Training, Job enrichment, Self-learning mechanisms, Career Development. Succession Development, Performance Counselling & Mentor system.

Achievements: Used modern counselling technics like transactional analysis to address the interpersonal concerns.

Used 9 block assessment method for Career & Succession Development.

Culture System - Learning environment through Human Resources.

Vision and Mission, Values, Communication, Task force, Small Team, Get-together and celebration.

Achievements: Made AAI as a learning organization, derived suggestion programs, small team concepts, Suggestion - Kaizen programs & Whistleblower policy. Conducting monthly CFT meeting and communicate the environment, Action plan and task and ensure they understood the same.

Change Management.

Creating, Anticipating, encouraging and responding positively to Change.

Achievements: We launched initiative like "Delivering Power" and changed the system, procedures and policy of the company.

Used Markov analysis transition matrix.

Organizational Behavior.

Motivation theory, Perception and personality, Individual, team & organizational behaviors.

Organization Design & Structure.

Formal system of task and authority relationship, Span of control, Coordination, Mechanic and organic structure.

Achievements: Developed Org structure, based on the job analysis I merged Supplier quality department with SCM.

Employee Relations

- ❖ Handled INTUC & NDLF union, One long-term 12 (3) settlement done.
- ❖ Negotiating and amicable settling of issues among the workmen, staff, officers and managers.
- ❖ Ensuring healthy employee-management relations in the organization, by encouraging workers to voice their opinions on common platforms and promoting employee involvement.
- ❖ Maintaining good Industrial Relations and Industrial Discipline.

Liaising & Coordination

- ❖ Liaising with statutory bodies like Inspector of Factories, EPF, Labour Dept, Pollution Control Board, Dept. of Explosives, Village Panchayat etc. for ensuring seamless operations.

Extra-Curricular Activities:

Music: Singing, Playing Keyboard & Guitar.

Reading: Newspaper, Magazine, Biography & Autobiography.

Educational Qualification

- ❖ PGCSHRM from IIM, Trichy.
- ❖ MBA (HR) from Coimbatore Bharathiar University.
- ❖ PGDLA from Tamil Nadu Institute of Labour Studies (TILS)
- ❖ BA (English) From Madras University.

Personal Details:

Date of Birth : 05-06-1979,

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Present address: Block 165-B5, ICF West Colony, Villivakkam, Chennai-49.

Language known : English, Tamil, Telugu & Hindi.

Declaration

I hereby declare all the information furnished above is true to the best of my knowledge.

Date :

Place :

(Rajkumar Paul)