

NR NARAYANA

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SENIOR LEVEL HR PROFESSIONAL

With nearly 16 year's progressive, proven leadership experience in Human Resources, achieving cost reduction through HR & niche hiring / employee engagement across various levels & functions. Select qualifications include:

HR spanning Planning, Management & Development
Hiring & Employment Management, including HR Policies / Procedures Development / SAP HR
Statutory Compliances / Union / Labour Employee Relations / Employee Welfare

- Expertise in managing the complete 'Employee Life-Cycle and ensuring maintenance of amicable relations among management and employees through the introduction of participative schemes and practices.
- Displayed competence by modifying / introducing various HR policies & systems in the organisations thus improving transparency and clarity at all level & automating overall HR processes; distinction of working with Dr. T.V Rao for designing and implementation of Competency Mapping and PMS.
- Proficient in handling reward & recognition system, executive development performance management, employee relations, HRIS implementation, HR policy formulation, etc.
- Track record of successfully leveraging teams with abilities in motivating and bringing groups with diverse views / priorities to a common solution
- Adept at developing and implementing new benefit packages, ensuring that these are current and competitive and in line with industry requirements. Demonstrated a consistently upbeat and enthusiastic attitude; possess sound cross cultural and excellent communication and interaction skills.

AREAS OF EXPERTISE

- Formulating & benchmarking functional best practices to focus on development of abilities to meet present and future goals and mission set by the organization.
- Instituting change management practices in the organisation, including organisational restructuring & manpower rationalisation initiatives.
- Planning human resource requirements in consultation with heads of different functional & operational areas and conducting selection interviews.
- Monitoring the employee's salary structure and benefits provision to ensure a balance between cost control and attracting & retaining staff; researching and analysing salary rates and benefits offered by other employers in the same sector.
- Managing the appraisal process across the levels and establishing framework for substantiating Performance Appraisal system linked to Rewards.
- Conceptualizing & developing the T&D initiatives for improving productivity, building capability and quality enhancement with focus on experiential training.
- Negotiating and amicably settling disputes with the Union and maintaining discipline & harmonious working environment across all employee levels.
- Monitoring statutory compliance, liaising with external agencies, Govt. authorities, agencies for visualising managerial grip & maintaining industrial relations.

EMPLOYMENT SCAN

Since Apr'11 / Oct'08 – Mar'10 with Kemwellblo Pharma Pvt. Ltd., Bangalore

Growth Path

Since Apr'11 Head- HR (Heading HR Department Factory & Corporate)
Oct'08 – Mar'10 Sr. Manager-HR

Nov'10 – Apr'11 with Dr. Reddys Laboratories Limited, (Visakhapatnam) as Sr. Manager - HR - HR Operations for 3 Formulation Units

Mar'10 – Oct'10 with Ranbaxy Laboratories Limited, Biologics Division, Bangalore as Sr. Manager – HR & Admin - Heading Plant HR & Admin Activities

Noteworthy Contributions:

- Successfully worked under multiple union atmosphere and gained a strong knowledge on IR dynamics and strategic union management.
- Essayed a stellar role in establishing HR from scratch and hiring a record of over 300 employees in 2011-2012.

Nov'06 – Sep'08 with ACC Limited, Bangalore as Area HR Manager – South (Taking Care HR Operations of Ready Mix concrete business)

Noteworthy Contributions:

- Collaborated for the implementation area level training initiatives, ensured PMS is implemented in areas and interacted with the Govt. officials related to administration & labour laws.

Jan'06 – Nov'06 with Strides Arco Lab Limited, Bangalore (Leading Pharmaceuticals Company) as Sr. Executive

Dec'96 – Jan'06 with Sri Vasavi Industries Limited, Bishnupur, WestBengal

Noteworthy Contributions:

- Pivotal in ensuring that not even a single hour was lost due to the labour problem in West Bengal (2 ½ Years).
- Capably framed the Production Incentive Schemes and Employee Recognition schemes.

EDUCATION & CREDENTIALS

- Masters Degree in Human Resource Management from MHRM Andhra University, Vishakapatnam in 1996.
- B.Com. from BVK College, Vishakhapatnam in 1994.

TECHNICAL EXPOSURE

Operating Systems : MS Windows 98 / XP
Office Automation Tools : MS Office 2000 / 2003, Internet & E-Mail
HRM Packages : Barcode & Optical Attendance Systems (VB & Oracle, SAP Foxpro based HRMS & Payroll package)

TRAININGS ATTENDED

- 360° Feedback and Assessment Centre conducted by Mr. T V Rao.
- Training Programmes on TQM 5S and 3M and Union Management Relations, Best HRD practices in HRD and Interpersonal communication.

PERSONAL DETAILS

Date of Birth : 30th August 1974
Address : Nagasandra Village, Tumukuar Road, 8th Mile, Bangalore
Languages Known : English, Telugu, Kannada and Hindi