

BALASUBRAMANIA RAJA T

AGM - HR (Head - HR)

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A seasoned Human Resource Professional with over 17+ years of experience. Currently working as AGM – HR (Head - HR) at SRM Group (SRM Holdings), overseeing HR operations across multiple campuses and business verticals, including corporate, education, technology. Skilled in strategic HR leadership, talent acquisition, performance management, HR policy development, compliance, and HR technology integration, ensuring alignment with institutional and business goals.

Throughout my career, I have played a pivotal role in recruitment, employee development, employee engagement, compensation structuring, and HR process optimization. My expertise extends to creating policies that support institutions and corporate entities, streamlining HR operations through ERP systems, and leveraging HR analytics to enhance workforce productivity and retention strategies. With a deep understanding of labor laws and statutory compliance, I have successfully led HR transformations, employee relations initiatives, and digital HR advancements, fostering an inclusive and high-performance workplace culture.

At SRM Group, I have implemented data-driven HR strategies, improved retention rates and enhancing overall employee satisfaction through structured engagement programs. I have also led performance appraisal processes, introduced KPI-driven evaluation models, and ensured competitive salary structuring to maintain industry standards. My hands-on approach to change management and leadership development has supported the organization's growth and transition across various sectors.

In addition to my expertise in HR leadership and operations, I have successfully driven organizational change and workforce planning strategies, ensuring seamless transitions during expansions, mergers, transformations. My ability to align HR policies with long-term business and academic objectives has contributed to a stable and engaged workforce. I have been instrumental in implementing structured training and development programs, focusing on leadership enhancement, faculty upskilling, and employee growth initiatives. By integrating HR technology solutions, I have streamlined payroll management, attendance tracking, recruitment cycles, and performance evaluations, reducing inefficiencies and improving HR service delivery.

I hold an MBA in Human Resources from Madurai Kamaraj University and a B.Sc. in Zoology (Biotechnology) from The American College, Madurai. Additionally, I am FICCI Certified and have extensive experience in HR technology tools, including SAP-HR, Microsoft Power BI, Tableau, and Google Data Studio. My passion lies in optimizing HR systems, developing people-centric policies, and fostering a work environment that supports both business objectives and employee well-being.

With my strong expertise in HR leadership, recruitment, compliance management, compensation structuring, and digital HR transformation, I continue to drive strategic HR initiatives that contribute to organizational success and workforce excellence.
