

# Ramya.S

✉ ramyapaulhrd@gmail.com

📞 +91 8056379784

MANAGER LEVEL ASSIGNMENTS



## | Human Resource Management |

Location Preference: Tamilnadu / Karnataka



### Key Skills

Strategic Planning

Human Resource Management

Industrial Relations

HR Business Partnering

HR Operations

Employee Relations & Welfare

HR Generalist Function

Statutory & Legal Compliance Management

Union Management

HR Budgeting

Policies & Procedures

Compensation & Benefits

Performance Management

Skill Matrix & Competency Management

Training & Knowledge Sharing

Team Building & Leadership



### Soft Skills

Solution Provider

Collaborator

Change Agent

Innovator

Problem Solver

Planner



### Profile Summary

- Performance-driven professional with **nearly 11years of rich & extensive experience** in devising and effectuating HR activities, policies, systems & practices for an organization while **ensuring smooth running as well as enhancement of centralized HR operations** along with introduction of right practices in alignment with business across Public Sector, Multi- National and Private Companies (MNC).
- **Strong HR Generalist** with experience in **managing HR systems with skills in maintaining harmonious relations** among management & employees; expertise in **driving change management** for bringing technological and effective people management advantage to the business.
- **Strategy Architect** credited with implementation of innovative HR initiatives to streamline processes and capitalize on organizational growth opportunities.
- Rich exposure in Contract Labour Management handled 18000 force of Contract Labour in my professional stint.
- Expertise in **formulating & benchmarking functional best practices** to focus on development to meet present & future goals and mission set by the organization and **drive people strategy and organization agenda in coordination with business leaders.**
- Competency Mapping for skill gaps closure & right fitment to the roles of WC.
- Hands on Operations in trending softwares- SAP, Success Factors, EPIX, Matrix.
- Approachable Manager with skills in **bridging gap between managers & employees** by resolving matters pertaining to performance & development plans, employee conduct, employee management issues, salaries and benefits as well as policies.
- **A people strategist & a situational leader** who is efficient in evolving a culture for motivating employees, moulding them into good corporate and social citizens as well as guiding them towards the achievement of organizational objectives.



### Education

- **2012: MBA (HR)** from A.V.C. Institute (Anna University) Chennai
- **2023: LLB ( Pursuing )** from Karnataka Law State University  
**Language Proficiency : English, Tamil, Kannada & Hindi**



### Career Timeline

Jul'24 to till date with UNO MINDA Limited ,Bangalore.  
Domain HR – HR, IR, HRBP & CSR for 19 plants HRBP's pan india.

Since Aug'23 with Dynamatic Hydraulics, A Division of Dynamatic Technology, Limited. Bangalore.  
Manager – HR, IR & Admin (Heading HR of JKMPD Pumps Division )

Jan'23 to Aug'23 with TATA Electronics Pvt Limited – A TATA Group , Hosur  
Lead HR – HR, IR, HRBP & CSR

Apr'2019 to Jan'23 with STELLANTIS – A “BIRLA” “PSA” Group of Company



STELLANTIS



### Growth Path:

Feb'17 to Mar'19: Sr.Executive – HR & ER with BATA India Ltd.  
Mar 2016 to Mar 2017: Gap in Career (Maternity Break)

IT Skills: MS - Office, SAP, Matrix, EPIX & Success Factors Software.

### Previous Work Experience

Jun'14 to Feb'16 with Supreme Industries Ltd.  
Last designated as Senior Officer – Personnel & Admin

### Growth Path:

May'12 to June'13: Project Trainee HR – Perfect Gears Chennai

### Notable Accomplishments Across the Career

#### Acknowledged for streamlining:

- One of the areas of P & A by systematic arrangement of various records, appointment letter, appraisal system, gratuity submission to head office & LIC.
- Apprenticeship details & successfully increase the strength of ITI apprentices
- Successfully initiated and executed disciplinary actions and procedures
- Track record of negotiating Signed & implemented 1 Long Term Wage Settlement as per ID Act 1947
- Monitored local leaders in recruitment related issues. (As directed by Higher authority)
- Played a key role in conducting 50+ Domestic Enquiry as EO & MR
- Pivotaly increased awareness regarding safe practice
- Facilitated Mental Health Care Centre and Initiated and executed de-addiction centre.

### Key Role (Aug'2023 to till date):

- Developing & executing high-level human resource strategies, making high-stake decisions and overcoming complex business challenges using experience-backed judgment, strong work ethics and irreproachable integrity
- Conceptualizing policies for effective management of available human resources and development of human capital across the organization
- Performing as Strategic Business Partner: HRBP, HR Operation, PMS, Recruitment, C&B & Compliance Management
- Collaborating with:
  - Stakeholders while keeping them informed of progress and issues in order to manage expectations on all requirements and deliverables to develop and execute effective HR strategy in line with the business objectives
  - Government Dept. & Bodies with respect to HR PR & IR related
  - Senior management to understand business goals and recommend new approaches, policies and procedures to ensure continual improvements in business objectives and productivity
  - Business leaders to identify people resource requirements to ensure the most effective and efficient methods are utilized to deploy and secure top talent
- Fostering a teamwork/ open-door environment conducive to positive dialogue across the organization
- Managing the recruitment life-cycle for sourcing the best talent from diverse sources after identification of manpower requirements

- **Determining training needs of employees** to enhance the operational efficiency leading to increased productivity
- Organizing employee engagements & OD programs and **ensuring prompt resolution of employee grievances & maintaining cordial employee relations**
- **Identifying and implementing strategies for building team effectiveness** by promoting a spirit of cooperation between team members
- **Driving Career & Succession plans** for critical resources in the organization
- Supporting long-term business goals with a **Strategic HR Framework** around the key elements of attract, retain, build, engage, excite and transform
- Advising the management team on **critical issues such as culture, productivity, talent and employee management** trends through HR metrics and reporting
- Defining **KPIs/Goals to facilitate PMS**; monitoring performance, identifying skill gaps and facilitating learning & capability building programs for performance enhancement
- Ascertaining that the company is in compliance with all applicable laws and regulations

### **Significant Contributions:**

#### **At TATA Electronics Private Limited- A TATA Group Hosur**

- Contributed towards:
  - HR Operations – Payroll Management
  - Employee Engagement Survey & Action Plan
  - Unit Level SOP to streamline Unit HR Function
  - PMS – Total Reward Management
  - HRBP – Talent Management & Succession Planning
- Played a key role in Domestic Enquiry Proceedings and final action based on finding report
- Directed smooth functioning of CLM, CSR and Public Relation
- Steered efforts:
  - Industrial Relation – Works Committee, Canteen Committee & Employee Welfare
  - Alignment of Legal Compliance with New Labour Codes
- Performed as:
  - Secretary for TATA KLAY – Primary School up to 5th Standard

#### **At STELLANTIS – A Group of FIAT & PSA**

- Lead Entire HR Gamut of Powertrain Plant
- Engaged in:
  - HR Digitalization – Introducing New Software & Executing HRMS System
  - Industrial Relation – Discipline Administration – Employee Engagement
  - Alignment of Legal Compliance with New Labour Codes
  - Legal – Monitoring and Coordinating all type of Court Cases
- Facilitated execution of CSR activities worth around Rs. 2 Cr.
- Contributed towards Plant General Administration & Security Management

#### **At BATA India Limited, Hosur - A BATA Group**

- Played a key role Union Negotiation & Liaison with all Government Authorities
- Pivotaly executed NEEM Scheme
- Led all cases at Civil, Labour, High Court & Industrial Tribunal
- Worked on signing LTS with both union & Successful implementation of LTS clauses .



### **Training & Certification**

- “OHP Management” from STELLANTIS
- Leadership Skill Development from TATA



### **Personal Details**

**Date of Birth:** 18th August 1988

**Current Residency :** w/0 Paul Pandi - # 5/388-A Dwaraka Nagar Extn, Ring Road, Hosur - 635109

**Permanent Address:** “Amman Illam,” Turnarpuram, Near Municipal Office – Kodaikanal.

