

Career Objective

Dedicated HR Professional who believes HR personnel should help build great places to work in, on the lookout for Senior Managerial positions in HR.

Profile Summary

Seasoned HR Leader with 19+ years' experience in all facets of HR spanning across ITES, Telecom, US Healthcare, Manufacturing, BFSI, and Hospitality sectors.

Proven track record of streamlining end-to-end recruitment, reducing time-to-fill by 30%, and managing HR for organizations up to 2,100 employees.

Experienced in leading the HR department in metros, tier II and tier III cities.

Experience

Manager – HR **SM Marains Advanced Gear Boxs India,** **Feb'25 - Feb'26**
Nagercoil, TN

- Lead and manage the HR department, overseeing recruitment, onboarding, and employee relations.
- Develop and implement HR strategies and initiatives aligned with the overall business strategy.
- Monitor and report on workforce and succession planning, ensuring alignment with organizational goals.
- Manage compensation and benefits programs, ensuring competitiveness and compliance with legal requirements.
- Foster a positive and inclusive workplace culture, driving employee engagement and satisfaction.
- Implement performance management systems aligned with organizational goals.

Sr. Manager – HR **ASPRCM Solutions, Chennai, TN** **Sep'23 – Jul'24**

- Drove transition from Razorpay payroll to Peoplesoft HRMS, enhancing HR operations.
- Supported compliance efforts, providing documentation and evidence for ISO 27001 and SOC Type 2 certifications.
- Directed all aspects of talent acquisition, onboarding, and retention, reducing attrition rates.
- Oversaw performance management processes, supporting employee development and productivity.

Sr. HR Consultant **Victorious Future Energy, Chennai, TN** **Jan'23 – Aug'23**

- Audited and revamped HR documents, policies, and procedures to align with company requirements.
- Managed end-to-end recruitment for production roles, including sourcing, screening, and interviewing.

**Assistant Manager –
HR**

Magus Customer Dialog, Chennai, TN

**Sep 2006 –
Jan'11**

- By creating and maintaining a positive and responsive work environment, we raised employee retention rates by over 10% to achieve a greater than 90% employee retention over a 2-year period.
- Led the employee engagement initiatives and improved employee relations which improved the employee referral by 37%.
- Coordinated recruitment efforts, including job postings, screening, interviewing, and selection.
- Assisted in the development and implementation of HR policies and procedures.
- Received multiple “Certificate of Excellence” awards for process improvements and high-volume recruitment.
- Reduced attrition to 3.16% and recognized as “Pillar of the Quarter” for operational excellence.

Hobbies & Interests

Biking, Trekking & camping, Jogging, Fishing & Organic farming/gardening.

Academic Qualifications

2011-2013	MBA (HR)	Bharathiyar University	First Class
1995–1998	Bachelor of Commerce	DRBCCC Hindu College	First Class
1995–1993	CBSE Board (12th Std)	VHSS School, Avadi	Distinction
1993–1992	CBSE Board (10th Std)	VSSS School, Avadi	First Class

Personal Profile

Father's name : A Subba Rao

Date of Birth : 28th September 1977

Marital Status : Married

Languages Known : English & Tamil, Telugu, Malayalam, Hindi

Permanent Address : Plot no. 643A, Happy Homes,
Flat no. G1, Anna Street,
Poomphozil Nagar, Avadi, Chennai 600062