**CURRICULUM-VITAE**

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 **Address:** Flat-7WG, Mani Karn, 3B, RMMG Lane, Kolkata-700010.

**Date of Birth**:  March 01, 1966.

**Educational qualification:** B. Com (Hons.) from Ravenshaw College, Cuttack, India. (Affiliated to Utkal University, Bhubaneswar, India).

**Professional qualification:** Master's degree in Personnel Management from **Symbiosis** **Institute of Business Management, Pune** (Affiliated to University of Pune, India). Year: 1986-1988 (Two years full time course.). Grade obtained: A (69%).

**Additional qualifications:**

1. M.B.A. (Specialization: Marketing) from Indian Institute of Social Welfare and Business Management, Kolkata (Affiliated to the University of Calcutta). Year: 1989-1992(Three years part time course as I was employed) Class obtained: 1st. (62%).
2. Pursuing PhD from St. Xavier’s University, Kolkata (Since June 2020). I have completed the course work and the related assignments and I am in the research phase now. Hence, I am in a position to pursue PhD along with a full time job.

**Teaching Experience**:

I have been a part time faculty (along with full time job in Industry) at Brainware University, Kolkata, Jyotirmoy School of Business, Kolkata, and IMT, Kolkata Campus in the area of HR & OB and Strategy from 2001 to 2004 and 2009 to 2016. Since 2021, I am a part time faculty at St Xavier’s University, Kolkata (I am also pursuing PhD from the same University). The topics that I teach are:

1. **Human Resource Planning**
2. **Recruitment and Selection**
3. **Training and Development**
4. **Performance Management**
5. **Compensation and Benefits**
6. **Employee Relations** Including Labour Laws, statutory compliances and Union Management.
7. **HR Information Systems** (including Data Analytics in HRM).
8. **Organizational Behaviour**
9. **Strategic HR Management** covering Balance Scorecard, HR Scorecard, Assessment and Development Centres, Succession Planning, Case Studies etc.
10. **International HRM**

In addition, I have also taken classes for final year students on “**How to succeed in an Interview**” focusing on debriefing thru mock interview sessions and highlighting Industry expectations.

I am often invited by leading management institutes as well as various professional bodies to deliver lectures on management topics.

**Industrial Work Experience:**

1. July 2021 to Till Date: I am employed with Vikram Solar Ltd. as Advisor- HR /IR and Admin on part time basis. The organization is into manufacturing and sales of Solar PV modules and operations, installation and maintenance of the same. I am reporting to the CEO of the organization. The organization has 1800 employees and a projected turnover of Rs. 1800 crores per annum**. I resigned from full time rolls as Head-HR/IR and Admin as the organization lately was going through an unprecedented financial crisis and on request from the CEO, I now render my services to the organization as an Advisor and on call basis. Post 35 years of service with leading Industries and educational institutions, I would now like to render my services as a faculty in a reputed educational institution.**
2. December 2017 to June 2021: I was employed with **Supreme Group** as Group Head-HR, IR & Admin. Supreme is an INR 1100 crores company into manufacturing and sales of automobile interiors, filter bags and interlining for garments. There were 15 manufacturing units pan India and abroad and 4400 employees (1500 on roll + 2900 contract employees). The HR team comprised of 26 employees out of which 7 directly reported to me. I was based at Mumbai and was reporting to the Managing Director of the organization.
3. December 2015 to Nov. 2017: I was employed with **Phoenix Conveyor Belt India** (A part of globally renowned Phoenix Conveyor Belt Systems (PCBS) of **Continental AG**, a 40 billion Euro turnover group of Germany) as General Manager & Head-HR and based at Kolkata. Continental AG is into manufacturing & sales of Conveyor Belts, Tyres and Automotive Systems. I was reporting to the CEO – Conveyor Belt Business administratively who was based at Kolkata and functionally to the Global Head – HR of Conveyor Belt Business of Continental AG based at Hanover, Germany.
4. January 2013 to Nov. 2015: I was employed with **Aditya Birla Group** as Senior Vice President and Head-HR & IR for the Textile Business and based at Rishra (near Kolkata). The Business consisted of two units viz. Jayashree Textiles in Rishra (near Kolkata) and Vikram Woolens (Erstwhile Gwalior Suiting) at Gwalior. I reported functionally to the Chief Human Resource Officer of Textile, Spinning and Acrylic Fiber business based at Mumbai and administratively to the CEO- Textile Business based at Rishra (near Kolkata). I handled HR, IR and admin matters for the 2 units comprising of a workforce of 5000 employees.
5. February 2008 to December,2012: I was employed with **BOC India limited (A member of Linde Group & now renamed as Linde India)** as Vice President and Head-HR&IR and based at Kolkata. I was reporting functionally to the Director & Head –HR for Asia Pacific based at Singapore and administratively to the Managing Director & Cluster Head (India/Bangladesh/Sri Lanka/Pakistan) based at Kolkata. I handled HR/IR and admin for India/Bangladesh, Sri Lanka & Pakistan operations. In addition to the above, the Linde group has its only offshore software development Centre at Kolkata for its worldwide operations which was manned by 190 software professionals. The day-to-day HR matters for this software development Centre was also handled by me and the HR Manager of the software development Centre directly reported to me. Linde India is a leading gases and Engineering company and a part of the Linde group of Germany. I resigned as the organization wanted me to move to Manila, Philippines to head the shared Service Centre for Asia Pacific operations but it was not possible for me to move at that point of time due to my son’s education who was in Standard Xth then and the fact that there is no school in Manila which follows the Indian education curriculum (CBSE/ICSE).
6. April 2004-February,2008: I was employed with **Reliance Retail Ltd**. as Vice President-HR based at Kolkata. My responsibilities included setting up the operations for the organization in the Eastern region with regard to Staffing, HR, admin, training and employee relations.
7. May 2000 to April 2004: I was employed with **Indian Hotels Co. Ltd. (Taj Group of Hotels-A Tata Group Co. and a leading international chain of hotels)** as Cluster Head – HR & IR based at Kolkata, and in charge of HR & IR of 5 hotels in the eastern/central region of India and Nepal which comprised of a Cluster. The 5 hotels were based at Kolkata, Lucknow, Varanasi, Vishakhapatnam and Kathmandu (Nepal) respectively
8. March 1994 to April 2000: I was employed with **Coca Cola India** initially at Mumbai and then at Kolkata as Manager - Human Resources for Eastern region handling HR/IR for 8 bottling plants (Manufacturing + Sales).
9. July 1988 to February 1994: I was employed with **Union Carbide India Ltd.** (Presently Eveready Industries India Ltd.-manufacturing and sales of Eveready batteries and flashlights) at Calcutta and Lucknow. I joined the company as a management trainee thru campus interview from Symbiosis, Pune and after completion of one year of management training, I was confirmed as Executive (HR/IR) and on 1/1/1992, I was promoted to the position of Assistant Manager (HR/IR).

Computer skills: Conversant with MS- Word, MS- Power point, MS-Excel. Have extensive knowledge of working on SAP-HR.

Languages known: English, Hindi, Bengali, Oriya, Assamese and Punjabi.

Added Information: I am certified on Hay Job Evaluation by Hay’s Institute, USA and competency mapping thru BEI (Behavioral Event interviews). I have written articles in Times of India, Economic Times and Telegraph as well as various professional journals. Have experience of implementing assessment Centre’s and Development Centre’s at Taj Group of Hotels and Aditya Birla Group.

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**Key Certifications:**

1. Certified trainer and implementor of Hay Job Evaluation Techniques. Certified by Hay’s Institute, USA.
2. Certified Trainer on Implementation of Balance Scorecard. Trained and certified by Watson Wyatt.
3. Certified on Customer Handling and Train the Trainers by Coca Cola Learning Academy, Atlanta, USA.

**Achievements:**

1. Awarded by Great Place to Work Institute for best HR initiative undertaken in 2011 as Head- HR for Linde Gases. Details can be explained during interview.
2. Handled SAP-HR implementation successfully along with Price Waterhouse Cooper’s right from preparing scope documentation to closure. Received Annual Award for the same.
3. Taj Bengal, Kolkata received the best HR initiative award during my tenure as the HR Head in 2003 for best HR initiative implementation. The award was received from Mr. Ratan Tata. Details can be explained during interview.