

HARI KRISHAN BAINS

Strategic Manager HR Leader | Energy • Solar • Power • Mining • Media • Glass

M-18, B-Block, Dilshad Garden, India | B-92, Ram Puri, Ghaziabad, Sahibabad, Uttar Pradesh

+91 93156 42949 | harikrishanbains@gmail.com | [Hari Krishan Bains](#) | [LinkedIn](#)



Offering a seasoned HR, Admin & IR Leader with 20+ years of progressive experience across **Top Energy, Solar Manufacturing, Power, Mining Infrastructure, EPC, Media, Glass** and large workforce operations. Proven expertise in greenfield and brownfield projects, including large-scale manpower mobilization. Worked across **HR Shared Services (HRSS), HR Business Partner (HRBP), and End-to-End HR Operations / Strategic HR, Industrial Relations and Administration** functions.

Objective

Seeking a challenging role to contribute to larger goal of organization leading to personal & Professional satisfaction and growth along with the growth of the Company.

Professional Core Competence

HR Strategy, Building Culture, HR Policies	Performance Management
Organization Design	Compensation & Benefits
Talent Acquisition	Talent Life Cycle Management
Learning and Development	Risk, Governance & Employee Relations
Talent Retentions & Engagement	Digital HR and Analytics

Working Strategy

Leadership, Employee Bounding, Sufficient flexibility, HRIT Agility, Hire, Retain and Manage.

Educations

Qualification	Institutions	Year(s)
Class XII (CBSE)	Shaheed Avinash Chandra Chadha SSS, Delhi	1997
Graduate	Shri Aurobindo College, University of Delhi	2000
Diploma – Information Technology	CMC Ltd. Delhi	2001
Diploma – Computer Hardware	Lal Bahadur Shastri Institute, Delhi	2003
Certificate A2 – French Language	University of Delhi	2004
3-times Certified First Aid Trainer	Indian Red Cross Society, Delhi	2006,10,16

HR Technical Skills and HR analytics skills

SAP PA20-30, Kronos, ERP, Ramco, Microsoft 365 Co Pilot, Microsoft Dynamic Business Central 365

Professional Qualifications

Qualification	Institutions	Year(s)
M.Sc. – Computer Science	Maharishi Dayanand University	2004
MBA – Human Resource Management	Sikkim Manipal University	2009
Master Class – Human Resource Management	Dale Carnegie	2016
Certified Auditor – Environment Management	Bureau Veritas	2017
HR Business Partner (HRBP) Certification	CHRMi – Udemy	2024



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Honors & Awards

Award / Recognition	Awarded By	Remarks	Year(s)
Employee of the Month	Moser Baer Photo Voltaic Ltd	High performance	2008,10,13
Long Service Award	Moser Baer Photo Voltaic Ltd	Tenure Recognition	2012
Excellence Emp. Award	Moser Baer Photo Voltaic Ltd	Excellence	2015
Initiative Award	BGR Mining & Infra Ltd	Process improvement	2023

Professional Experience

Sectors - Total – 20.3 Years, Energy & Resources – 12 Years, AIHR, Media & Other-10 Years

Manufacturing – 10 Years, Corporate – 12 Years

Designation	Company	Sector	Duration
Director	AI in HRM Systems Pvt Ltd.	Artificial Intel.HR	Mar 2024 – Present
Head Site	BGR Mining & Infra Ltd.	Energy & Resources	Mar 2023 – Feb 2024
Manager	Ironman Security Services Ltd.	Security Services	Jan 2021 – Feb 2023
Senior Officer	Bennett Coleman & Co. Ltd.	Media	Jul 2015 – Dec 2020
Senior Officer	Moser Baer Photo Voltaic Ltd.	Energy & Resources	Aug 2007 – Jun 2015
Senior Officer	Asahi India Glass Ltd.	Glass Manufacturing	Aug 2006 – Aug 2007
Officer	North Delhi Power Ltd.	Energy & Resources	May 2004 – Jul 2006

HUMAN RESOURCE EXPERTIE'S

HR leadership, Ensure HRM Model, HR Strategy alignment, with Business strategies', Culture effectiveness and timely assess, HR Policies and Procedures , HR and other department Structure, HR Budget and Manpower Management, Organization structure, design Development, Organization Change management , Employee Onboarding, Compensation welfare, Employee Relations, HRBP Support, Training and Development , Talent Acquisition, Employee Relations, Employee matrix , Bench Marking KRA Setting and Performance Management, Payroll Management, Time office, Workdays, SAP Success Factor, ERP Payroll , Remco, Kronos, HRIS, HRMS, Employee TAX, HR Audit, Employee Reward and Recognition, Suggestion Schemes , HR Help Desk, HR Data visualization and Analyst using Excel . PPT Presentation, Employee Reward and Recognitions, HRMIS, HRSS, GM insurance, GPA, Contract Labour, Legal Compliances, Employee mentoring and Counselling, Conflict Management, land acquisition, HR Process automation using various software development tools. Employee database, employees file management. Employees and Employer Branding.

ADMINISTRATIVE EXPERTIES

Administration budget management and policy implementation, Facility management, Creating Contract and agreement, housekeeping management, Courier Services, Internal and External security, Guest House Management, Industrial Canteen Management, communications, Liaoning with Govt authorities, Horticulture, Administration Audit MIS, Land Acquisition, etc



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ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE MANAGEMENT SYSTEM PVT LTD, DELHI

Founder (Germany)

1st March 2024 to Present

BGR MINING AND INFRA LIMITED, HYDRABAD, INDIA

Manager Head HR Site Jharkhand

Mar 2023 to Feb 2024

Green Field Project, Reporting structure Mining Head and Corporate Head HR

Responsibility of Project Site NTPC Kera Dari, MDO project BGR Jharkhand, Hired approximately 1400 talented manpower for BGR Group. Implemented various policy. OD and Change management, Manpower management and Budgeting, handled Two union and 7 committees, liaison with political leaders, Time office Management, Employee Engagement, Learning and Development, Company Manual creation of site, HRIS, HRMS Payroll for 1400 employees with Exit Management. Union Settlements., Handled HR internal Audits, NTPC and DGMS, CSR Lessening with Government officers and coal unions. Industrial Relations, Monitoring EHS in mining area, Ensure Mining Statutory law in site. Employee and unionize employee's grievance handling, successfully established complete HR practice from scratch building framework and process to support organization growth and employees. I was responsible for facilitate overall accommodation of Site administration Camp for approximately 700 employees, Grievance handling, Meetings with local leaders.

IRONMAN SECURITY SERVICES LIMITED, CORPORATE OFFICE, NOIDA INDIA

Human Resource, Admin and compliance Manager, HRBP

January 2021 to February 2023 Reporting to Managing Director

Handled client's payroll management of approximately 7000 manpower with accurate compliances. created HR policy and manuals, exit management, client's contract, agreements, Renewal Follow ups, LOI, Employee Engagement, Client's issues Talent Acquisition and retention, Training and development, played a key role for stake- holders planning and goal setup and assisted Business development team for continue improvements for taking clients on payroll with GEM portal, Employee Grievances, Ensured HR compliance with company directives, regulatory concerns, time management, and salary and wages preparation. Handled Court cases of Tish Hazari court Labour inspector, RLC and liaison with PF and ESI officers etc. I was responsible for handling corporate office administration activity.

BENNETT COLOMAN COMPANY LIMITED, CORPORATE OFFICE, ITO, NEW DELHI

Senior Officer Employee Relation and Administration

July 2015 to December 2020 Reporting to General Manager HRSS IR

Handled SAP success factor, kronos Attendance system, HRIS HRMS software for PAN India Apex 7000 manpower, Employee Engagement, Group Medical Insurance, HR Audits, Contract Manpower, Majithia wage board payroll, Time office Management, Recruitment, Employees Development and counselling, Onboarding, HR MIS, HR Help Desk, HR Process improvement, contractor Compliance, HR Operations and Policy implement in press plant, Time office management, shop floor meeting arrangements, liasoning and compliance handling, I was also handling plant administration activity like Housekeeping, Industrial Canteen, Courier Services, Guest House Management, Fleet Management, 5s and EMS system, vendor compliance Exit Management Disciplinary action and mentoring Mi Room etc



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MOSER BAER PHOTO VOLTAIC INDIA LIMITED, NOIDA, INDIA

Senior Officer Human Resource and Administration

August 2007 – June 2015 Reporting to AGM Human Resource

Handled payroll management of MBSL, MBTL solar Manufacturing Unit payroll of 2500 plus manpower, Recruitment and Exit Management, Policy implementation, Budget and manpower Planning management of Contractors and on Roll Manpower, compliance check list, Reward recognition, Employee relations, Open House arrangement, HR MIS, employee group Medical insurance and GPA, Employee relations, vicinity survey, Industrial relations, ensure white collar and blue collar manpower hiring for production, CSR, vendor compliance, Handled Internal audits and external audits of HR and Admin from DELOITTE, EY, KPM, Reward and Reorganisation, Performance management, Sports activity, Event Management, Talent Acquisition and Training Development, Time office management, Bonus, Leave Management, Attendance System, HRMIS, Employee Counselling Shop-Floor Disciplinary cases, Initiating disciplinary actions. I was responsible for handling industrial Administration budget activity in Moser Baer plants like industrial canteen, plant housekeeping, Courier Services, Pest Control Services, Event management, Hotel Booking, Guest House Management, Flight booking, Admin MIS, Contractor billing and compliances, Fleet Arrangement and maintenance of building and vehicles etc

ASAHI INDIA GLASS LIMITED, MANGLOOR, ROORKEE, INDIA HARI KRISHAN BAINS

Senior Officer Human Resource and Administrations Aug 2006 to Aug 2007

Reporting to Senior Manager

Human Resource Responsibilities:

Manage end-to-end recruitment processes, including sourcing, interviewing, and onboarding. Maintain employee records and ensure accurate HRIS data entry and updates. Support performance management activities including appraisal coordination and feedback tracking. Administer payroll inputs, leave management, and statutory compliance PF, ESI, Gratuity. Handle employee relations, grievance resolution, and disciplinary procedures in line with company policy. Coordinate training & development programs and maintain training records. Assist in HR audits, policy implementation, and compliance with labor laws. Partner with department heads for manpower planning and employee engagement initiatives.

Administration Responsibilities:

Oversee general office administration, including facility management, housekeeping, and vendor coordination. Manage travel arrangements, logistics, and event coordination for company activities. Maintain administrative budgets and monitor office supply inventories and procurement. Ensure safety, security, and maintenance protocols are followed across the premises. Handle company assets management, repairs, and AMC contracts. Liaise with government authorities for licenses, renewals, and inspections.

NORTH DELHI POWER LIMITED, CORPORATE, HUDSON LINE, NEW DELHI

Officer Administration May 2004 to July 2006

Reporting to Manger Personal

Handled individually Housekeeping and Security of 150 plus offices in north Delhi Area. Implemented Process and Feedback form for each unit for smooth functioning of operations. Cross checked monthly basis bills of 5 crore every year. Handled three NDPL Company Guest House for Top Management. Handled various Event Management programme for different offices in all north Delhi.

HCL ESERVE BPO, SECTOR 58, NOIDA, INDIA

Trainee HR and Admin Oct 2003 to April 2004



Reporting to Head HR / Senior Manager Administration