

MAHESH PAWAR

Plant HR Manager | Industrial Relations & Factory Operations Leader

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📁 Professional Summary

Plant Human Resources Manager with **12 years of progressive experience** directing manufacturing HR operations, workforce optimization, and strict statutory compliance frameworks. Proven expertise in managing large shop-floor workforces (up to 400+ employees), steering **Industrial Relations (IR)**, and handling contractor labor management alongside **active worker unions**. Adept at controlling annual labor budgets, standardizing shop-floor KRAs, resolving workplace grievances, and executing high-volume technical recruitment pipelines within cost and time constraints.

🔧 Core Plant HR Competencies

- **Industrial Relations (IR):** Contractual Labor Management, Union Grievance Resolution, Collective Bargaining.
 - **Statutory Compliance:** Factory Act (1948), PF, ESIC, Gratuity, Bonus Act, Minimum Wages, Contract Labour Act (CLRA).
 - **Factory Operations & Safety:** Shift Scheduling, Time Office Operations, Attendance Systems, Environment Health & Safety (EHS) Coordination.
 - **Talent Management:** Workforce Forecasting, Mass Technical Sourcing, Contractor Onboarding.
 - **Performance & Compensation:** KRA/KPI Mapping for Plant Labor, Monthly Factory Payroll, Full & Final Settlements.
 - **Audit Readiness:** Government Licensing, Labor Department Liaisoning, Third-Party Audits.
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💻 HR Technology & Platforms

- **HRIS & Payroll Systems:** Keka, Greyt-hr, Zing-HR, Spine, HR-One, I-manag, Mintra-tech, etc.
 - **ERP Software:** SAP, Tally 9.0
 - **Strategic Sourcing:** Naukri, Shine, Monster, Apna, Times Job, Job hey, Found-it, Times job, etc.
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🏆 Key Plant Leadership Achievements

- **Workforce Scalability:** Recruited, on-boarded, and deployed 500+ operators and cross-functional factory specialists.
 - **Efficiency Boost:** Slashed factory time-to-fill recruitment metrics by using advanced sourcing channels.
 - **Diversity & Inclusion:** Steered plant-wide diversity initiatives, generating increase in diverse shop-floor hires.
 - **Retention & Stability:** Mitigated labor union friction and lowered shop-floor attrition via performance-linked engagement programs.
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Professional Experience

1) Sr. HR Generalist (Plant HR Operations Head)

Green IT Recycling Center Pvt. Ltd., Pune | Sep 2022 – Present

- **Factory Workforce Leadership:** Formulate daily factory HR strategies, oversee plant operations, and manage a multi-shift workforce of 400+ technical employees and staff.
- **Industrial Relations & Union Management:** Serve as the principal management point of contact for contractors and unions; handle labor issues, workplace conflicts, and contract workforce enforcement.
- **Plant Budgetary Control:** Supervise annual factory labor budgeting, overtime compensation tracking, financial forecasting, and operational resource allocation.
- **Payroll & Statutory Administration:** Direct end-to-end plant payroll processing, FNF clearances, Leave Management Systems (LMS), and industrial tax filings via automated systems.
- **Shop-floor Performance Systems:** Implemented structured Performance Management Systems (PMS) by defining distinct KRAs and KPIs for shift employees and supervisors.
- **Audit & Legal Compliance:** Command full accountability for state and client compliance audits; enforce local labor laws, safety guidelines, and workplace code of conduct.

2) Assistant HR Manager (Factory Operations)

Dineamic Food Pvt. Ltd., Pune | Apr 2022 – Sep 2022

- **Strategic Operations:** Partnered with the Plant Head to deploy human resource policies customized to boost assembly line efficiency and plant production output.
- **Grievance Redressal:** Directed the internal factory grievance panel, resolving disputes to maintain a peaceful, strike-free, and high-morale shop-floor culture.
- **Infrastructure & Attendance:** Supervised automated time office operations, factory shift scheduling, biometric attendance systems, and manual labor hiring pipelines.

3) SCC HR & Administration Lead

Jubilant FoodWorks Ltd., Mumbai | Oct 2020 – Apr 2022

- **Licensing & Regulatory Compliance:** Drafted and maintained legal records necessary for factory licenses, pollution control permits, and statutory enterprise audits.
- **SAP Wage Management:** Administered daily time office records, wage rate revisions, new hire onboarding profiles, and headcount data using SAP systems.
- **Facility & EHS Operations:** Directed industrial facility safety protocols, security teams, transport logistics, housekeeping, and cross-departmental conflict mitigations.

4) Human Resources Assistant Manager

Smiling Nature Foods Pvt. Ltd., Ranjanagaon | Apr 2018 – Oct 2020

- **Database & Verification:** Governed applicant metrics, background checks, and automated compliance records inside the plant's centralized HRIS network.
- **Onboarding & Induction:** Facilitated screening, verified professional credentials, negotiated shop-floor salaries, and led new employee plant safety orientations.

5) Purchase & Production Operations Specialist

Jayshree Food & Bev. Industry, Pune | Feb 2014 – Mar 2018

- **Operational SOP Development:** Authored Standard Operating Procedures (SOPs) for production line machinery shifts and managed capacity planning.
- **Inventory Tracking:** Maintained raw material and shift metrics via automated inventory and financial records in Tally 9.0.

Education & Certifications

- **MBA in Human Resource Management (HR)** | University of Pune | First Class (62.08%)
 - **Bachelor of Science (B.Sc) in Chemistry** | University of Pune | First Class (61.57%)
 - **Technical Credential:** Maharashtra State Certificate in Information Technology (MS-CIT)
 - Certification in Hr-Fundamental.
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