

VIJENDRA MUDALIAR RK

Senior HR Professional



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PROFILE

Enterprise HR Leader with 16+ years of progressive experience driving HR strategy, industrial relations, workforce transformation, and governance across manufacturing and engineering led organizations. Proven track record of partnering with CEOs, Plant Heads, CXOs and Boards to enable business continuity, productivity, compliance, and growth.

EXPERIENCE

HRBP / IR MANAGER

June 2025

WIPRO ENTERPRISES PVT LIMITED • Bangalore

- Act as senior HR leader and strategic business partner for manufacturing operations, owning end-to-end HR governance.
- Partner with leadership on workforce planning, manpower productivity, capability readiness, and succession pipelines.
- Drive execution of performance management, calibration, rewards alignment, and career progression frameworks.
- Provide advisory support on employee relations, disciplinary governance, union interactions, and legal risk mitigation.
- Govern HR service delivery across Talent Acquisition, Rewards, Learning, Shared Services, and Compliance.
- Champion culture, engagement, safety, and continuous improvement initiatives, strengthening leadership accountabilities.
- Ensure 100% statutory compliance under Factories Act, EPF, ESI, CLRA, audits, and inspections.

Manager Human Resources

May 2024 - May 2025

Bharat Fritz Werner Limited (BFW) • BENGALURU

- Led Plant HR function as the single point HR Head, aligned to corporate and business strategy.
- Translated business goals into people, capability, and cost-optimized workforce plans.
- Designed and implemented HR policies, governance structures, and operating rhythms.
- Led large-scale talent acquisition, hiring 130+ critical roles and reducing time-to-hire by 20%.
- Strengthened industrial relations, grievance handling, and discipline frameworks.
- Improved employee engagement by 10% through focused leadership and welfare initiatives.
- Cultivated positive relationships with external stakeholders, including labor unions and government agencies.

Manager HR & Administration

July 2020 - May 2024

Disa India Limited (Norican Group) • Bengaluru

- Played a strategic HR leadership role supporting business expansion and transformation.
- Designed and deployed a high-impact Performance Management System, improving productivity and engagement by 25%.
- Led union negotiations, wage settlements, and shop-floor harmony, ensuring zero major disruptions.
- Implemented HRIS and people analytics, enabling data driven decision making.
- Drove workforce optimisation, achieving 10% labour cost reduction without capability loss.
- Managed contract labor vendor relationships and ensured statutory compliance with Factories Act and Shops and Establishment Act.
- Optimized workforce management, reducing costs, and maintaining a safe working environment.
- Managed HR audits and inspections, establishing positive relationships with regulatory authorities.
- Drafted compliant contracts and delivered effective training programs for workforce development.
- Contributed to policy development and streamlined workflows for contract labor integration.

- Advised senior management as a strategic HR business partner on critical HR matters.
- Deployed a high-impact performance management system, boosting employee engagement and productivity by 25%.
- Implemented a compliant contract labor management system, achieving a 10% reduction in labor costs.
- Revamped payroll administration, enhancing accuracy and reducing errors by 15%.
- Negotiated effectively with vendors, reducing administrative expenses by 8%.
- Secured a prime office location at World Trade Center, generating significant cost savings.
- Streamlined recruitment, reducing time-to-hire by 20% and enhancing candidate quality by 30%.

Head of HR & Administration

November 2019 - May 2020

Load Controls India Pvt. Ltd. • Bengaluru

- Directed comprehensive HR functions including recruitment, onboarding, training, performance management, compensation, benefits, employee relations, and compliance.
- Partnered with department heads and senior leadership to formulate and implement HR strategies.
- Delivered impactful training on HR policies, diversity, inclusion, and harassment prevention.
- Implemented advanced HR software systems, streamlining processes and ensuring data accuracy.
- Managed new vendor development for HR and administration, enhancing operational efficiency.
- Supervised factory operations, encompassing HR/IR, public relations, administration, and security.
- Implemented an HRIS system across two companies in two months.
- Filled over 50 positions across departments, optimizing talent acquisition and resource deployment.
- Reviewed workforce composition, identified non-productive manpower, and implemented strategic downsizing, achieving substantial cost savings.

Team Leader HR & Administration

September 2017 - November 2019

DISA INDIA LIMITED (Norican Group) • Bengaluru

- Managed HR and Administration for a workforce of 600 employees (450 direct, 150 indirect).
- Collaborated with the General Manager of HR to execute strategic HR initiatives.

Asst. Manager - HR & Administration / HR Plant Manager

January 2017 - June 2017

VEER O METALS PVT LTD • BANGALORE

- Directed HR and Administration functions, including plant HR operations.
- Provided comprehensive HR support and managed employee relations at the plant level.

Junior Manager - HR (HR Business Partner)

May 2012 - January 2017

GERDAU SPECIAL STEEL INDIA LIMITED

- Acted as HR Business Partner for five business divisions, advising on human capital strategies.
- Delivered comprehensive HR support and strategic guidance to allocated business units.

EXECUTIVE - HR (Welfare Officer)

December 2009 - April 2012

DECCAN HERALD (The Printers Mysore Private Ltd) • BANGALORE

- Administered employee welfare programs and initiatives.
- Focused on improving employee satisfaction and well-being within the organization.

NOTABLE ACHIEVEMENTS

- ✓ Engineered and deployed a high-impact performance management system, elevating employee engagement and productivity by an impressive 25%.
- ✓ Revamped the payroll administration process, enhancing accuracy and efficiency, resulting in a remarkable 15% reduction in errors.

✔ Improved HRMS process accuracy and reduced manual intervention through system standardisation. Ensured 100% statutory compliance with timely EPFO & ESI returns and audit readiness. Strengthened IR through consistent shop-floor connects and support in wage settlement discussions. Streamlined payroll accuracy and ensured timely salary processing with error-free inputs. Enhanced employee engagement by leading Annual Day, festival events, and welfare programs. Improved claim turnaround and employee satisfaction through effective management of GMC/GPA/GTL policies

✔ Streamlined recruitment, reducing time-to-hire by 20% and elevating candidate quality by an impressive 30%.

✔ Successfully launched new HR policies that streamlined operations and improved compliance, contributing to a 10% increase in employee satisfaction through enhanced engagement and welfare programs.

SKILLS

- Performance Management & Pay-for-Performance
- Culture, Engagement & Leadership Effectiveness
- Compensation, Benefits & Policy Architecture
- Industrial Relations & Union Management
- Change Management & Business Integration
- HR Transformation, HRIS & People Analytics
- Safety, Compliance & Risk Management
- CHRO / CXO Advisory & Governance
- HR Strategy & Organisation Design
- Workforce & Talent Strategy

EDUCATION

MBA in HR & Marketing

Surana College PG Center Bangalore University

July 2007 - May 2009

Achieved 65%.

Bachelor of Arts (History, Economics, Political Science)

St. Joseph's College Bangalore, University

June 2004 - May 2007

Achieved 64.5%.

PUC - Arts (History, Economics, Political Science & Sociology)

Seshadripuram College, Bengaluru

June 2002- May 2004

Achieved 69%.

SSLC

St.Miras High School

March 2002

Achieved 60%.

LANGUAGES

English, Kannada, Hindi, Tamil, Telugu

CERTIFICATIONS

- **Certificate Programme in People Analytics & Digital HR** - IIM – INDORE (2022)
- **HR 40 Under 40 (Future HR Leader Certification)** - JOMBAY (2020)
- **International Certified Career Coach Program - Foundation Level - 1** - Mindler (2020)
- **SAP HCM R3 Associate Certified** - SAP (2017)
- **Certified Internal Auditor - IATF 16949 -2016** - Stellar Management Consultants (2018)
- **Weekend Yoga Retreat for enhancing Spiritual Quotient** - ISKCON, Bangalore (2008)
- **Senior Typing** - KSSEB, Bangalore (2003)

ACCOMPLISHMENTS & INVOLVEMENT

Awards

- Exceptional Performer (DISA Annual Above & Beyond Recognition Event, 2022)
- Exceptional Performer (DISA Annual Above & Beyond Recognition Event, 2021)
- Accolades for Infrastructure Facilities Upgrade (DISA Above & Beyond, 2023)
- Accolades for Design Thinking Workshop (DISA Above & Beyond, 2021)
- Accolades for Lean White Belt Certification Rollout (DISA Above & Beyond, 2018)

MEMBERSHIPS

- Member - Society of Human Resources Management (SHRM)
- Member - NHRDN, Bengaluru Chapter
- Member - HR Shapers, Bangalore