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22nd May 1983



SHANMUKHESWARA RAO JAMMU

Senior HR & IR Leader | 22 Years' Experience | Manufacturing | Compliance, LTA Handling & Multi-Plant HR Operations"

CAREER OBJECTIVE:

A seasoned Human Resource professional with extensive experience in handling Human Resources, Industrial Relations, Administration, and Liaison functions, contributing to productivity, organizational culture, and HR initiatives, with a strong focus on organizational development, change management, and business transformation.

CAREER SCAN:

S. NO.	ORGANIZATION NAME	DESIGNATION	FROM DATE	TO DATE
1	Vestro Solvents Private Limited, Corporate Office, IDA Jeedimetla, Jeedimetla, Hyderabad, Telangana - 500055.	GM - HR & Admin (HOD)	Apr-23	Till date
2	Deccan Cements Limited, Bhavanipuram Plant, Janpahad, Telangana - 508218.	Sr. Manager - P&A	Nov-22	Mar-23
3	Radiant Corporation Private Limited, Corporate Office, Sanathnagar, Hyderabad - 500018.	Sr. Manager - P&A (HOD)	Oct-11	Nov-22
4	Shalivahana Group of Industries, Corporate Office, Secunderabad 500 003.	Asst. Manager-HR	Oct-07	Oct-11
5	Sri Lakshmi Srinivasa Jute Twine Mills Ltd, Rajam Plant, Srikakulam (District) - 532127.	Asst Personnel Officer	Aug-03	Oct-07

PROFILE SUMMARY:

- ❖ Entire gamut of Recruitment and Selection Process - Meeting the required Manpower as per the business need by various sources like referral, Job Mela/ Drives, Skill Development Centres ITI Colleges etc., and meeting the recruitment targets with the right competencies. Impressive success in monitoring the administration of multiple functions related to statutory compliances, social audits, managing governing bodies etc.
- ❖ Experience in steering Inter Union, Intra Union, Multi Union environment and ensuring by-laws as per Trade Union Act; managed Long-Term Settlements: 12(3), 18(1) Settlements and other unions including CITU, INTUC, TRSKV, TNTUC, HMS.
- ❖ Managing litigation & representing company in conciliations, Labor court, Regulatory Authorities, coordinating with legal counsel for designing & implementing Factory and Labor related compliance across PAN India for multiple manufacturing units.
- ❖ Provided strategic support in the overall effectiveness of the disciplinary & grievance procedures; provided advice, training & captured data and the reporting thereof, represented the company on labour matters (disputes and grievances).

- ❖ Success in developing, initiating & maintaining effective programs for workforce retention, promotion & succession planning.
- ❖ Proven acumen in aligning HR strategies & plans with business objectives through long-term planning, designing & developing HR programs, analyzing HR data and through change management.

CORE COMPETENCIES:

❖ <i>HR Strategic Planning & Operations / HR Budgeting</i>	❖ <i>Statutory & Legal Compliances/ Wage Settlements / Labor Laws</i>	❖ <i>Govt. Hearings/ Investigations/ Disciplinary proceedings</i>
❖ <i>Talent Management & Retention/ Corporate HR Projects & Initiatives</i>	❖ <i>Organizational Restructuring/ Performance Management System</i>	❖ <i>Employee grievance / Attend to Legal Matters / Policy Formulation / Implementation</i>
❖ <i>Compensation & Benefits Design/ Succession Planning</i>	❖ <i>Employee Engagements & Industrial Relations /Workforce & People Mgmt.</i>	❖ <i>Liaison with Government and Non-Government officials</i>

SOFT SKILLS:

- ❖ Analytical & Problem-solving
- ❖ Team Building & Leadership
- ❖ Organizer & Motivator
- ❖ Communication & Collaboration
- ❖ Decision-making & Visionary

EDUCATION:

- ❖ Masters in Human Resource Management from Acharya Nagarjuna University
- ❖ B. Com., (Computers) from Andhra University

CAREER TIMELINE:

❖ VESTRO SOLVENTS PRIVATE LIMITED - APR-23 to TILL DATE ...

(Chemicals and containers manufacturing industry)

- Entire gamut of Recruitment and Selection Process - Meeting the required Manpower as per the business need by various sources like referral, Job Mela/ Drives, Skill Development Centers etc., and meeting the recruitment targets with the right competencies.
- Impressive success in monitoring the administration of multiple functions related to statutory compliances, social audits, managing governing bodies etc. 5 operational units including Head Office.
- Provided strategic support in the overall effectiveness of the disciplinary & grievance procedures; provided advice, training & captured data and the reporting thereof, represented the company on labour matters (disputes and grievances).
- Success in developing, initiating & maintaining effective programs for workforce retention, promotion & succession planning.
- Proven acumen in aligning HR strategies & plans with business objectives through long-term planning, designing & developing HR programs, analyzing HR data and through change management.
- Expanded responsibilities to drive organizational and business development initiatives by building new teams, establishing business operations across multiple states, and introducing a diversified product portfolio to accelerate company growth.
- Spearheaded greenbelt development per PCB norms; organized health camps, safety programs, and engagement events.
- Liaised with Factories, PCB, Labour, EPF, ESIC, Fire & Safety, Ground Water & Revenue Departments, securing critical approvals.
- Directed monthly business reviews, annual operational plans, performance appraisals, KRA setting, and employee development initiatives.
- Strengthened employee engagement and organizational culture through welfare, CSR, and safety-driven activities.
- Transformation about company in local media and market.

❖ **DECCAN CEMENTS LIMITED, BHAVANIPURAM - NOV-22 TO MAR-23**

(Cement Manufacturing Industry)

- Directed HR operations for 3,000+ employees across plants and project sites.
- Negotiated Long-Term Wage Settlements (LTWS) with three recognized trade unions, maintaining industrial peace.
- Supervised canteen, security, CSR, staff/workmen quarters, and administration, ensuring employee welfare.
- Implemented HRMIS systems for time office and payroll, streamlining workforce monitoring.
- Secured statutory permissions for Grinding Unit projects through stakeholder & government liaison.
- Built strong relations with local bodies, statutory authorities, and community associations, strengthening compliance and reputation.

❖ **RADIANT CORPORATION PRIVATE LIMITED - OCT-11 TO NOV-22**

(Manufacturer of insulated wire and cable, Green Energy & Bulk Drugs)

- Headed HR & Administration at the Corporate Office, with oversight of 10 operational units across Telangana & Karnataka (800+ employees).
- Partnered with senior management in strategic HR planning and policy alignment with JV and global standards.
- Managed talent acquisition lifecycle: manpower planning, sourcing, interviews, onboarding, and senior-level recruitment.
- Implemented HRMIS systems across units; rolled out HR policies aligned with labour laws and international standards.
- Ensured accurate payroll, statutory compliance, and HR audits; cleared multiple foreign audits without non-conformities.
- Spearheaded employee welfare initiatives: sports, bonding activities, cultural events, and education assistance.
- Oversaw facility management including canteen, security, CSR, and guest relations; conducted frequent site visits.
- Managed Civil, Criminal, and Labour legal cases, ensuring compliance and effective dispute resolution.

❖ **SHALIVAHANA GREEN ENERGY LIMITED (SGEL) - OCT-07 TO OCT-11**

(Leading clean energy generation company with renewable energy assets across India)

- Reported to the Director & MD, with full HR responsibility for 9 operational units across Telangana, Maharashtra, Karnataka, MP, Odisha & Chhattisgarh (1,000+ employees).
 - Led end-to-end HR operations, including payroll, bonus, settlements, and statutory compliance.
 - Established robust statutory compliance systems; represented company during IL&FS investor audits (E&Y) with successful closure.
 - Negotiated with three recognized unions, managed workmen strike, and facilitated VRS settlements during plant closures.
 - Drove Greenfield & Cement project acquisitions, managing land acquisition and stakeholder approvals.
 - Achieved ISO 9001:2008, ISO 14001:2004, and OHSAS 18001:2007 certifications; acted as Management Representative (MR).
 - Implemented employee welfare programs: sports events, picnics, annual celebrations, health & safety initiatives.
 - Designed and delivered employee training, motivational programs, and capability-building sessions to enhance productivity.
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❖ **SRI LAKSHMI SRINIVASA JUTE TWINE MILLS LTD - AUG-03 TO OCT-07**

(Manufacturer of cordage, rope, twine, jute bags, and gunny bags)

- Directed HR operations for 900+ employees (permanent & contract), ensuring accurate payroll, timely wage/bonus disbursement, and 100% statutory compliance.
- Reported directly to the Plant Manager and ED/MD; played a key role in strategic HR decision-making.
- Optimized manpower utilization across multiple shifts, improving efficiency and reducing overtime costs.
- Maintained statutory registers and compliance records; filed monthly, quarterly, half-yearly, and annual returns with zero penalties.
- Managed personnel functions including settlements, increments, grievance redressal, and disciplinary cases (absence, misconduct, thefts).
- Assisted in domestic enquiries and termination processes, ensuring fair and compliant proceedings.
- Negotiated with two recognized trade unions and community associations, building harmonious industrial relations.
- Liaised with Factories Dept., APPCB, Labour Dept., EPF, ESIC; handled inspections with successful outcomes.
- Oversaw canteen, security, CSR programs, event management, and administration, ensuring employee welfare and smooth operations.