

Suyog Fulbadave

Plant H.R, I.R & Admin Head



15 Years



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Profile Summary

Core Competencies:

Strong expertise in employee relations, grievance handling, and union negotiations and wage settlements (including Mathadi unions).

Skilled in bulk blue-collar recruitment, contract labor management, and exit formalities with full statutory compliance.

Hands-on experience in disciplinary actions, Time Office, PF/ESIC, Factory License, and other legal compliances.

Proficient in employee engagement activities, canteen, transport, guest house, HK/garden administration, and VIP visit coordination.

Successfully organized sports tournaments and engagement events for workforce motivation.



Education

MSW, 2010

Bharti vidyapeeth , pune

B.Com, 2008

Pune University



Work Experience

Feb 2024 - Mar 2026

Plant H.R, I.R & Admin Head

Sigma Engineered Solutions

Supervising HR, IR, Admin, Canteen Housekeeping, and security management.,

Spearheading Manpower Planning and performance Appraisals processes.,

Orchestrating training and development initiatives.,

Demonstrating expertise in contract Labour Management and comprehensive Blue-collar recruitment.

Jun 2023 - Feb 2024

Senior Manager HR & IR

Deepak Fertilisers and Petrochemicals (DFPCL)

Responsible for engagement of Contractor and Contract labour.



Key skills

- Performance Appraisal
- Grievances handling
- Contract Labour management
- CSR
- Canteen Management
- IR
- Admin & Welfare activity
- Legal Compliance
- Human Resource Management
- HR Generalist Activities
- Administration
- Joining Formalities
- Grievance Handling



Personal Information

City Pune

Country INDIA



Hobbies

- Travelling Long Drive Trekking Swimming



Languages

- Marathi
- Hindi
- English



Social links

<https://shorturl.at/uvVgT>

Strong exposure in handling of Contract Labour (More than 1000),

Responsible for Compliance Management portal and Attendance portal for contract Labour,

Responsible for Recruitment Apprentice/ FTC.

Responsible for managing grievances / issues of contract associates and IR related issues.

Single handed manage the Union Settlement.

Exposer on Mathadi Settlement and documentation, Responsible for Control of all contract labour activities, compliance as per various acts as applicable.

Responsible for Liaison with various govt. agencies like Labour Dept., Industries Dept., Provident Fund, E.S.I., Municipal Council, Insurance Companies, Transport Departments, for smooth functioning of the Plant.

Responsible for handling any emergency rising out of any accidents., Responsible for handling all legal audits pertaining to govt. authorities and social compliance audits of customers.

Ensuring proper compliance of various labour laws & legal affairs applicable to the company.

Ensure to maintain various committees and to maintain MOM per schedule. Also, responsible to maintain various monthly / quarterly / half / annual returns as per applicability.

Jul 2018 - Jun 2023

Welfare Officer

Bajaj Auto

To bring to the notice of the Management grievances of workers, individuals, as well as collective with a view to securing their expeditious redressal.

Study Labor mindset and formulate Labor policies.

In the event of dispute arising between Management & workmen and to help to bring about settlement by persuasive efforts.

Liaison with Factory inspector and medical services concerning medical examinations of employees

Promote relations between concerned Dept. of the Factory and the workers.

Encourage formation of various committees like Works, Welfare, Canteen, Sports.

Advice on provisions of welfare facilities

Advice Management on training of new starters/ apprentices.

Contract Labour Management and Compliances

Local Liaoning with MIDC, Police station, ESIC, PF Dept.

Nov 2014 - Jul 2018

Assistant Manager HR

Piaggio Vehicles

Recruitment, Training, contract labour management, CSR,

Oct 2013 - Nov 2014

Senior Executive PIR - HR ,Welfare Officer

Mahindra Sanyo Special Steel Pvt. Limited

Employee Relation. Recruitment of Blue collar employee.

Responsible for CSR & Welfare Activity. Grievances Handling. Dealing with Union, Administration & Liaison with various governments Body & Dealing with union's on verius grounds.

Jul 2011 - Oct 2013

Officer Employee Relastions

Piaggio Vehicles Private. Limited

Time Office Management,

Recruitment of Blue collar employee & Exit formality's,

Coordinate Induction programs for the employees,

Exposure of Workers Grievances Handling & Dealing with Union,
Responsible for contract manpower planning & Monthly contractor billing procedure,

Exposure of all type of legal Compliance like Factory License renewal & returns, Employment Exchange returns, PF, MLWF, Labour office related work,

Support the Safety committee for developing a safety culture and Safety programs, Welfare Activities (CSR):

Canteen Management (Operational Issues)

Responsible for Employee Recreation centre & Guest House Management,

Exposure of organizing Sports tournament for Workers,

Responsible for Employee Birthday Celebrations, Diwali, Dassera Celebrations and Book Distribution Program, Administration: •House Keeping & Garden. Vehicle Management for the employees and guest's,

Coordinate the VIP visits.

Apr 2026 - Present

Senior Human Resource Manager

Godrej & Boyce (G&B)

- Managed corporate talent acquisition for blue-collar workforce across 14 diverse businesses of Godrej & Boyce.

- Led end-to-end recruitment and lifecycle management of apprentices under the Apprentices Act, including workforce planning, campus/ITI hiring, onboarding, documentation, compliance, and employee engagement.

- Directed recruitment of unionized workmen across multiple manufacturing locations, ensuring adherence to company policies and statutory labor regulations.

- Partnered with business HR teams and plant leadership to strategize and fulfill manpower requirements through effective workforce planning.

- Coordinated large-scale ITI campus recruitment drives, apprentice hiring initiatives, and employer branding activities to attract skilled talent.

- Ensured strict compliance with labor laws, apprenticeship regulations, and internal governance standards throughout the employee lifecycle.

- Collaborated with business leaders and key stakeholders to develop and sustain a robust blue-collar talent pipeline across the Group.



Internship

12 Months

Training and Development

Bharat Forge

- Assessed the training requirements of blue-collar workers.

- Identified and analyzed the training needs of blue-collar employees.

- Conducted a thorough analysis of the training needs specific to blue-collar workers.

6 Months

To Create Awareness on Sexual Transmission Diseases, HIV among the prostitutes of red light area,

Samapathik Trust

To Create Awareness on Sexual Transmission Diseases among the prostitutes of red light area

Taking care of their health, distribution of condoms, taking care of prostitutes children and their education

6 Months

To create awareness of Mental diseases among the petaints family members

Chaitanya Mental Health Care Centre

To create awareness of Mental diseases among the petaints family members

Face to face counselling,

Understand the cases of mental disorders



Projects

21 Weeks

Cost saving on Hotel expenses

We save costs and improve convenience, we developed guest houses near our Vespa project in Baramati, 100 km from Pune. This eliminated the need for our senior Italian staff to commute daily and stay in expensive Pune hotels. We also hired continental cooks to cater to their dietary preferences. This move significantly reduced lodging, boarding, and transportation expenses.

12 Months

Works Force Model

- Spearheaded and oversaw a 12-month project to develop and implement a Workforce Model, yielding a 15% increase in operational efficiency and a 20% reduction in labor costs.

- Collaborated with cross-functional teams to streamline processes and optimize resource allocation, ensuring the timely and budgeted delivery of the Workforce Model project.

- Leveraged data-driven insights to architect and execute the Workforce Model, resulting in a noteworthy 25% improvement in productivity and performance metrics.



Certification

- Registered Government Labour Welfare officer



EX. JOINT SECRETARY OF INDUSTRIAL SPORTS A

ISA is a 60-year-old organization that conducts sports competitions for industrial workers and has had a presence in the Pune industrial belt for 60 years