



K NAGESH

Head – Human Resource

HR Generalist / Management Liaison / Internal Consultant

(M): +91-9075017122 | hr_knagesh@outlook.com



Career Synopses

Human Resource Professional with **over 22+ yrs. of progressive experience**, who has shaped high performing culture with progressive technical resources, prolific communications and robust HR processes that inculcate vibrant HR function in the organization. Proven ability to function as a Strategic HR Business Partner, develop and implement HR strategies to support corporate mandate. Having experience in Green Field Projects, Department start-ups, and Organizational Development. Self-Motivated and innovative thinker with effective human resources management and goal setting abilities combined with superior leadership, team building, communication, interpersonal, and presentation skills.

"Believes in, Success is achieved through adaption of right tools and methodologies."

Education

MPM / HR - 2003

(61.61%), Pune University

BA (Ind. Sociology) – 2001

(53.91%), Pune University

HR Analytics - 2019

IIM – Rohtak

Strategic Management - 2019

IIM – Kashipur

Leadership & Change Mgt. - 2023

IIM – Indore

Trainings

Situational Leadership

Personal Effectiveness

(7 Habits of Highly Effective People)

Drive Your CSR – Strategize | Plan | Execute

Balance Score Card

Train the Trainer

Labour Laws and New Wage Codes

Domestic Enquiry and Employee

Discipline

SAP – HR (Lithan Genovate – SAP Authorized Training Center)

Core Competencies

Talent Acquisition | Employee

Retention | HR Analytics | L & D |

Competency Mapping | Performance

Management | C&B | Employee

Engagement | HR Policies

| Recognition and Reward | Talent

Management | Payroll | Union Wage

Agreement | Statutory & Legal | QMS,

EMS, OHSAS, SMETA 4 Pillar

Compliance | CSR | Welfare & Event

Management

Key Contributions

Strategically lowered recruitment volume while continuously monitoring employee survival rate, and built a Talent Pool to ensure consistent availability of resources.

HRMS & Payroll Software implementations – SPINE – HR, SAP (Functional Support), Oracle – HCM, HR Align, Ascent by Eilisy, Adrenalin. Successfully configure Oracle – HCM (PMS Module) at a first run.

Core Team Member in the implementation of the Compliance Management Software (CMS) and Pro-Vakil Software used for tracking the Legal Cases, Real Estate - Land Lease Documents.

Conceptualized Employee Engagement initiatives to retain critical talents and control untimely attritions.

Core Team Member throughout 5 Union wage settlement agreement meetings wherein 2 wage settlement agreements were done independently and received special appreciation from Management.

Dissolve 2 Contract Labour Unions in a tactfully manner without causing interruption to routine production operations.

Executed 2 Greenfield Projects successfully including Registrations & Licensing, Liaisoning with Govt. Officials, outlined HR Procedures and Policies framework. Obtained Electricity connection within 7 Days by optimizing 4 months schedule.

Designed MS Excel based HR Dashboard for effectively monitoring of HR process indicators, Service Level Agreement compliance.

Implemented Graduate Engineer Trainee / NEEM Trainee programme in anticipation to future talent pool requirement and a cost effective solution.

Professional Experience:

Head – Human Resources (Plant) | Aug. 2025 to till date

Emp. Strength: 476 | 150,

CTC: 30.00 LPA

Presently working with **Swati Spentose Pvt. Ltd.** - a globally accredited, research-driven pharmaceutical company with a legacy of over 50 years and a strong focus on neglected diseases for the past 25 years. With FDA accreditations from major global regulatory bodies including the US, UK, EU, Japan, and more, SWATI has developed breakthrough biotechnology solutions for diseases with no existing treatments.

- Responsible HR Operations of 06 manufacturing Unit at multiple locations across Gujarat – Vapi, Ankleshwar and Ahmedabad, with a team size of 9 members.
- Responsible for driving organizational scorecards and performance management framework.
- Responsible for establishing HR set up, registrations and licensing of upcoming Formulation Plant – Greenfield Project.
- Responsible for managing end-to-end recruitment to ensure resource availability and seamless support to for effective execution of business plans and sustained productivity.
- Responsible for implementation of HRMS tool Keka – HR.
- Responsible for Payroll administration and compliances such as PF, ESIC, Professional Tax.
- Conceptualize Employee Engagement initiatives and retention of critical talents.
- Maintain and upkeep compliances in accordance with regulatory, Social and Ethical Audits.

Previous Experience:

Sr. No.	Name of the Organisation	Position		Service Tenure			CTC in Rs., Lakhs		Growth Rate		Emp. Strength
		Start	End	From	To	No. of Yrs.	Start	End	Overall	Average / Annum	
1	Aarti Pharmalabs Ltd.	Sr. Manager	Sr. Manager	Dec. 2020	Aug. 2025	04-08	18.00	26.51	47%	11%	814 286
2	Groupe-CAHORS: Transfix India Pvt. Ltd. Tek Components Pvt. Ltd.	Manager	Sr. Manager	Jan. 2017	Dec. 2020	04-00	12.56	15.40	23%	6%	470 230
3	Privi Organics Ltd.	Manager	Manager	Aug. 2012	Oct. 2016	04-03	07.50	11.45	53%	12%	650 200
4	Ecorea & Kuroda Electric (I) Pvt. Ltd.	Dy. Manager	Dy. Manager	Apr. 2011	Aug. 2012	01-04	05.50	05.50	0%	0%	200 160
5	Makino India Pvt. Ltd.	Sr. Officer	Sr. Officer	Apr. 2008	Apr. 2011	03-01	02.64	03.87	47%	16%	150 70
6	Finolex Cables Ltd.	Officer	Sr. Officer	Jan. 2006	Apr. 2008	02-04	01.24	02.03	64%	25%	500 350
7	Polybond India Pvt. Ltd.	Jr. Officer	Officer	Jun. 2003	Jan. 2006	02-07	00.68	00.92	35%	14%	470 180



1. Strategic HR Business Partnering

- Developed and executed HR strategies aligned with business objectives across multi-location manufacturing units (API, Chemical, Engineering, Telecom, Electrical, Automotive sectors).
- Acted as HR Generalist, HRBP, and Management Liaison for leadership teams, contributing to organisational growth, culture building and workforce planning.
- Drove HR transformation initiatives, HRMS upgrades, and corporate governance frameworks including EcoVadis, SMETA-4 Pillar, and United Nation Global Compact documentation.

2. Talent Acquisition & Workforce Planning

- Led end-to-end recruitment for plants and corporate functions; achieved 250+ annual hiring, maintained talent pipeline, and drove cost-effective hiring through Naukri, walk-ins, referrals, and social media.
- Designed manpower planning frameworks, hiring SOPs, job descriptions, assessment formats, and recruitment workflows for multiple greenfield and startup units.
- Reduced recruitment volume through internal talent pool creation and strategic workforce planning.

3. HR Operations, Payroll & Compliance

- Managed complete HR operations – employee life cycle, onboarding, confirmations, personnel records, HRIS updates, and statutory documentation.
- Supervised large-scale payroll (500 - 800+ employees) ensuring accuracy and timely disbursements.
- End-to-end statutory compliance with PF, ESIC, PT, CLRA, Factories Act, MPCB, LWF, Bonus, and other labour laws.
- Ensured 100% compliance in internal / external audits (ISO 9001, 14001, OHSAS 18001, SMETA, EcoVadis, UNGC).
- Designed and maintained HR dashboards (Excel / VBA based) for manpower demographics, attrition, HR KPIs, and monthly MIS.

4. Employee Engagement, Retention & Culture Building

- Conceptualized and executed structured engagement programs including “**Aarti संगच्छवं (Sangachadwam)**”, open-house forums, book reviews, success stories, sports events, group discussions, and festival celebrations.
- Designed and implemented Reward & Recognition policies to promote a high-performance culture.
- Decreased attrition through proactive retention strategies, communication forums, satisfaction surveys, and leadership connects.
- Facilitated orientation & induction programs for all units to instill organisational values and promote cultural integration.

5. Performance Management & Capability Development

- Implemented goal-setting frameworks, competency-based performance reviews, and structured appraisal systems.
- Configured and deployed PMS modules (Oracle-HCM, HRMS platforms).
- Designed and executed annual training calendars, monitored pre & post skill evaluations, and implemented Skill Matrix for operators & supervisors.
- Coordinated behavioural, functional, leadership development programs (MDP/LDP) through external institutes like IIM.
- Conducted training effectiveness assessments and ensured cGMP documentation compliance.

6. Industrial Relations & Union Management

- Maintained harmonious relations with union and worker committees, ensuring uninterrupted operations.
- Successfully managed Long-Term Wage Settlement Agreements, collective bargaining discussions, and union negotiations.
- Resolved labour matters, grievances, disputes, misconduct, and disciplinary cases including conducting domestic inquiries.
- Dissolved 2 contract labour union tactfully without impact on production.
- Ensured compliance under CLRA – contractor management, statutory records, and audits.

7. Greenfield Project HR Setup

- Completed statutory registrations and licensing (MIDC, Factory License, MPCB, PF, PT, Labour Licenses) for 2 multinational companies (MNCs).
- Recruited 200+ workforce within three months to start production operations.
- Designed HR & Admin frameworks for newly established manufacturing units, including recruitment processes, administrative systems, onboarding, and welfare structure.

- Set up HR operations, canteen, transport, security, housekeeping, and vendor contracts from scratch.

8. Administration & Facilities Management

- Managed end-to-end general administration: security, transport, canteen, housekeeping, gardening, events, EPABX procurement, and facility upkeep.
- Implemented cost-saving initiatives—achieving over ₹32 Lakhs savings in admin services.
- Led facility improvement programs focusing on housekeeping, safety, internal premises, and workplace discipline.
- Implemented solar fencing systems and strengthened plant security infrastructure.

9. Policy Formulation & Systems Implementation

- Designed corporate HR Policy Manuals, employee handbook, and HR SOPs.
- Implemented HRMS platforms (Spine HR, HR Align), time & attendance systems, and digital workflows.
- Part of core team for implementing Compliance Management Software (CMS) and Pro-Vakil legal software.
- Standardised documentation for recruitment, performance management, payroll, and compliance.

10. CSR & Community Initiatives

- Effectively utilised CSR funds for long-term welfare of surrounding communities (₹40 Lakhs).
- Led CSR projects, social outreach programs, and community development activities.
- Coordinated Off-site mock drills, emergency preparedness, and safety-related communication initiatives.

11. Key Achievements (Highlights)

- Achieved over ₹36 Lakhs hiring cost savings through in-house recruitment drives.
- Decreased attrition from 29% to 11% through targeted retention & engagement initiatives.
- Received Best Contribution Award – HR Meet 2016.
- Certified Internal Auditor for SMETA 4 Pillar Audit.
- Successfully led wage settlements for multiple units and tactfully handled union disputes.
- Delivered major process improvements through Excel-based HR Dashboards and automation.
- Major contributor in achieving ISO, EMS, OHSAS re-certifications and regulatory audits.
- Successfully resolved long pending PF related grievances in one month.

Computer Skills

- Microsoft Office 2010 – Word, Advance Excel and Power Point, VBA – Macro, Photoshop, Google Space Management.

Extra-Curricular Activities

- Published an article in '**SAKURA**' Magazine of JLPT, Pune University.
- Secured 2nd Degree Black Belt from Maharashtra Karate Association (Binot–Ryu Martial Art).
- Volunteer for play called 'JANTA RAJA'
- Active member of Ranjangaon Industrial Association.

Hobbies & Interests: Karate, Chess, Collecting Good Thoughts / Quotes and Listening Music

Date of Birth: 17 / 01 / 1981 (**Age:** 44 yrs.)

Present Address

Flat No. 307, Walkeshwar Heights, Vapi Town, Near Vapi Railway Station, Vapi, Dist. Valsad, Gujarat – 369195.

Permanent Address

Flat No. E-104, Meenakshi Puram, Vadgaon (Bk), Jadhav Nagar Near Sinhagad Institute, Tukai Nagar, Pune - 411041.