

PARTHA MUKHERJEE



Regional HR Manager | People & Culture | Payroll | Industrial Relations | Compliance/

+91- 7003912839 / 9062616682 | partha.m305@gmail.com | Chinsurah, Hooghly, West Bengal – 712101 | Location Preference: West Bengal

PROFESSIONAL SUMMARY

A multi-faceted HR professional with nearly 17 years of comprehensive experience spanning Strategic Leadership, Operational Excellence, and Talent & Culture. Known for driving organizational visions into reality through effective mentoring, compliance management, and stakeholder engagement across diverse industries.

Core Competencies

- ✓ Workforce Planning & Talent Acquisition
- ✓ Payroll & Compensation Management
- ✓ Industrial Relations & Union Handling
- ✓ CLMS / HRMS Implementation
- ✓ DE&I Strategy & Employee Engagement
- ✓ Statutory Compliance & Labour Law
- ✓ Grievance Handling & Conflict Resolution
- ✓ Multi-state Operations & Vendor Management

AT A GLANCE

17

Years of Experience

4

Organizations

1200+

Company staff and Contractual Employees
Managed

40+

Vendor Compliance Handled

CAREER TIMELINE

Manager – People, East

DP World Multimodal Logistics Private Limited | January 2025 – Present

- ▶ Oversees end-to-end people management across the entire eastern region, from recruitment and onboarding to exit.
- ▶ Manages contractual employee deployment aligned with business requirements and company budget across multiple locations.
- ▶ Drives go-live execution for new business setups — aligning vendors, deploying manpower, and resolving local and political challenges.
- ▶ Handles employee grievances, union negotiations, and labour issues across multi-state operations in the East.
- ▶ Leads implementation and sustainability of the DE&I strategy organisation wide.
- ▶ Implemented CLMS at all project levels, achieving 100% biometric attendance and payroll accuracy for contractual workforce.
- ▶ Ensures statutory registrations, certifications, and compliance scores of 95–100% for all vendor partners.
- ▶ Drives 100% employee training completion as per organisational learning modules.

Manager – Zonal HR & IR Compliance, East

Allcargo Supply Chain Private Limited (Contract Logistics Division) | *September 2021 – January 2025*

- ▶ Led end-to-end regional talent acquisition and contractual employee deployment within budget constraints across multiple sites.
- ▶ Successfully executed go-live for new business contracts, aligning vendors and managing local operational challenges.
- ▶ Handled employee grievances and labour law compliance across eastern states.
- ▶ Spearheaded implementation of diversity & inclusion initiatives in employee engagement.
- ▶ Implemented HRMS at all project levels; achieved 100% biometric attendance.
- ▶ Ensured 100% statutory compliance for all vendor partners across region.

Assistant Manager – HR & Administration

Aparajitha Corporate Service Ltd., Kolkata | *January 2013 – August 2021*

- ▶ Led project operations at client site (ITC Paper & Specialty Paper Division) managing a team of 5.
- ▶ Administered attendance and payroll management for 1,200+ contractual employees.
- ▶ Processed vendor invoices based on system attendance; introduced Kaizen-based billing process improvements saving cost and man-hours.
- ▶ Managed contract labour and vendor compliance for 40+ vendors at project level.
- ▶ Coordinated with departmental managers and HR Head, providing timely MIS reports.
- ▶ Contributed critical inputs to two LTA signoffs and coordinated with internal, divisional, and external auditors three times annually — earning management appreciation.

Office Manager – HR & Admin

Rahee Infratech Ltd., Howrah | *June 2008 – December 2012*

- ▶ Monitored PAN-India attendance for factory staff and project personnel.
- ▶ Managed full payroll for group companies including factory staff and workers.
- ▶ Handled statutory and factory compliance across 3 manufacturing units.
- ▶ Managed union relations with hands-on experience in charter of demands and LTA negotiations.
- ▶ Set up new company units — managing compliance, licensing, manpower deployment, and government liaison.
- ▶ Conducted HR audits and liaised with various government authorities.

KEY RESULT AREAS

- ▶ Manpower planning, recruitment, induction, and exit management.
- ▶ Salary negotiations and compensation administration.
- ▶ Continuous HR improvement through structured HR audits.
- ▶ Design and execution of rewards & recognition programs and incentive schemes.
- ▶ Institutionalising sustainable IR policies aligned with long-term organisational interests.
- ▶ Employee counselling, grievance handling, and HR surveys to maintain healthy work environment.
- ▶ Liaison with enforcement authorities on Labour Law matters.

KEY ACHIEVEMENTS

- ▶ Rolled out new vendor employee management system replacing 30-year-old legacy practices.
- ▶ Managed all statutory and regulatory compliances related to plant operations single-handedly.
- ▶ Achieved 100% compliance scores across multi-state vendor network.

- ▶ Spearheaded implementation of all 4 New Labour Codes across multiple client, organizations, restructuring payroll modules and HR policies to align with state and central regulatory mandates.
- ▶ Built productive relationships with Factory Inspectors, Pollution Boards, Labour Commissioners, Welfare Boards across multiple states.
- ▶ Received consistent management appreciation for commendable performance and proactive IR management.

EDUCATION & PROFESSIONAL DEVELOPMENT

Academic Qualifications

- 2012 MBA (Human Resources)**
Sikkim Manipal University, Kolkata
- 2004 Bachelor of Commerce**
Burdwan University – Hooghly Mohsin College
- 2001 Higher Secondary (WBCHSE)**
West Bengal Board
- 1999 Secondary (WBBSE)**
West Bengal Board

Technical Skills

- ✓ MS Office Suite (Word, Excel, PowerPoint)
- ✓ ERP Systems
- ✓ Contract Labour Management System (CLMS)
- ✓ HRMS Platforms
- ✓ Internet & Digital Communication Tools

PERSONAL DETAILS

Date of Birth 16th April, 1982	Languages Known English, Hindi, Bengali
Permanent Address Sujanbagan, Kathgola More, Chinsurah, Dist. Hooghly – 712101, W.B.	Location Preference Kolkata / Howrah/ West Bengal

Declaration

I hereby declare that all information provided above is true and correct to the best of my knowledge and belief.

Place: Kolkata

Partha Mukherjee