

## Sridhar. R

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**Seeking Senior Level Managerial assignments in Recruitment (Resourcing) / Human Resource Management (HRM) / Operations Management in a growing organisation.**

### SYNOPSIS

- A dynamic professional with more than **20 years** of total experience; inclusive of over 10 years of experience in HRM broadly Recruitment, Performance Appraisal, Compensation, Training & Development, Policies & Procedures, General Administration and Operations Management.
- Proven Expertise in handling IT recruitment and business HR function.
- Quality Conscious - Strong Customer Service and Process Orientation skills.
- Planning, strategising and implementing abilities with demonstrated success in handling HR issues as well as related administrative matters.
- Extensive understanding of Recruitment Process, Business Planning & Management and Service Delivery issues of IT Industry.
- An effective communicator with excellent relationship building & interpersonal skills. Strong analytical, problem solving & organizational abilities. Possess a flexible & detail oriented attitude.

### ORGANISATIONAL EXPERIENCE

<u>Tenure</u>	<u>Company Name</u>	<u>Designation</u>
<b>From Jan. 2009</b> <i>(A Management Consulting co-promoted to provide CXO services to Small to Medium Enterprises)</i>	<b>SMB Enablers, Chennai.</b>	<b>Consultant</b>
⇒ In charge of Consulting & HR Services Vertical of SMB Enablers.		
⇒ Provide both tactical and strategic services to Clients.		
<b>Jun'07 – Dec. '08</b> <i>Heading the IT Business Practice, responsible for client/candidate engagement, account management and service delivery functions.</i>	<b>US-based Executive Search Co., Chennai</b>	<b>Principal Consultant</b>
<b>Jun'06–May'07</b> <i>Spearheaded the India Operations of a start up IT staffing company, including business development, service delivery and operations. Managed US recruitment team as part of overall responsibility.</i>	<b>Basco Systems Pvt Ltd., Chennai</b>	<b>Head - India Operations</b>
<b>Jul'04–May'06</b> <i>Responsible for overall management of HR function.</i>	<b>Telesis Global Solutions Ltd., Chennai</b>	<b>Sr. Manager – HR</b>
<b>Apr'02–Jun'04</b> <i>Independent HR Consultant for leading IT Companies and MNCs focusing on Senior Level IT placements.</i>	<b>Independent HR Consultant</b>	
<b>Jan'01–Mar'02</b> <i>Leading a team of Resource Executives and responsible for recruitment of technical resources for off-shore projects and on-site staffing (US, UK/Europe, Far East, Asean, Middle East, Mauritius) for Business Software &amp; Engineering Services Divisions.</i>	<b>Pentasoftware Technologies Ltd., Chennai</b>	<b>Sr. Manager - Resources</b>
<b>Nov'97–Dec'00</b> <i>Managing a team of Recruiters and responsible for meeting recruitment targets of Southern Region.</i>	<b>Birlasoft Ltd., Chennai</b>	<b>Manager - Resources</b>
<b>May'95–Oct'97</b> <i>Handling a team of 4 people and effectively handling HR, Personnel &amp; Administrative Functions of Chennai Offshore Development Centre/Regional Office.</i>	<b>Mastek Limited, Chennai</b>	<b>Sr. Executive–HR/Admin</b>
<b>May'88–Apr'95</b> <i>Handling back-office HR and operations support to the Regional Team.</i>	<b>Wipro Systems Ltd., Chennai/Bangalore</b>	<b>Regional Personnel &amp; Admin Officer</b>

Jan'81-Apr'88

Best & Crompton Engg. Ltd., Chennai

Officer - Commercial

Rendering commercial and back-office support in the Contracts and Engineering Projects Division.

## CORE COMPETENCIES

### ⇒ HR Functions

#### **Recruitment / Post-Recruitment**

- Coordination of manpower planning, recruitment, induction, exit interviews & ensuring cultural fit.
- Developing/ implementing new recruitment/selection policies as per staffing projections.
- Handling salary negotiations and compensation fitment.
- Managing various activities related to pay roll processing & compensation management.

#### **Employee Engagement - New Systems & Policies**

- Defining plans, policies & strategies for greater operational effectiveness & manpower deployment.
- Developing/ updating and implementing compensations plans, reward & recognition schemes, HR policies and communicating them across the organisation at all levels.
- Counselling/ grievance handling of the employees to maintain a healthy work environment and facilitate Employee Satisfaction.

#### **Performance Management**

- Handling Performance Management System and identifying scope for enhancing the same.
- Initiating rewards/recognition programs & implementing incentive system for employee motivation.

#### **Training & Development**

- Identifying training needs and preparation of training modules, calendar, schedules & batches for imparting training on various topics including measurement of effectiveness.
- Budgeting & organising customised training programmes based on the training need analysis to enhance the manpower skills & efficiency.

## NOTABLE ACHIEVEMENTS

### At Basco Systems Pvt Ltd.:

- ⇒ Instrumental in the inception of IT staffing operations.
- ⇒ Established HR, Administrative and Operational Policies for the IT Consulting & Staffing Operations.

### At Telesis Global Solutions Ltd.:

- ⇒ Instrumental in the set up of ERP practice and staffing of ERP Team of 20 resources in a span of just 3 months time.
- ⇒ Recruited more than 200 Technical Resources in 18 months time frame.
- ⇒ Strengthened the existing HR processes & systems through several innovative initiatives.
- ⇒ Successfully implemented RFID based Integrated On-Line Attendance/Leave Management & Productivity Monitoring System.

### At Pentasoft Technologies Ltd.:

- ⇒ Streamlined the recruitment processes for off-shore and on-site projects.
- ⇒ Improved manpower utilisation levels significantly by effective cross training of resources as per the project needs & demands.
- ⇒ Recruited over 150 Consultants with diverse skills across the globe for off-shore/on-site projects.
- ⇒ Implemented web-based "Networked Online Resource Management System" (NORMS) for all off-shore and on-site recruitments.

### At Birlasoft Ltd.:

- ⇒ Stabilized operations in the Southern Region in terms of meeting recruitment targets.
- ⇒ Recruited over 300 Consultants with diverse skill sets upto middle management level for domestic (off-shore) and on-site projects.
- ⇒ Improved predictability in delivery of technical resources by bringing in proactive forecasting for all on-site and off-shore manpower requirements.

At Mastek Limited:

- ⇒ Ramped more than 100 Technical Resources in a record time of less than 4 months for the off-shore development centre.
- ⇒ Operations Management: Played a key role in the set up of operations for off-shore development centre in six months through effective project management against stiff deadlines.
- ⇒ Received "Top 20 – Best Performer Award" for the period Jan-Jun'96; Appreciation Awards for Outstanding Performance during Oct'96–Mar'97 & "Circle of Excellence for Teamwork" in Oct'97.
- ⇒ Compliance of quality records as per the ISO norms.
- ⇒ Functioned as the part of the Regional Quality Improvement Team (QIT) to conduct periodical quality audits and suggest improvements to streamline the existing systems & Procedures.
- ⇒ Conducted more than 3 audits and suggested improvements to existing Systems and procedures.

At Wipro Systems Ltd.:

- ⇒ Played a key role in establishing and implementing HR, Personnel & Admin policies for the Regional Office as part of the All-India Start-up Team.

**QUALIFICATIONS**

1987 PGDCA from CSC, Chennai.  
1980 B.Com. from Madras University.

**TRAININGS ATTENDED**

- ⇒ Inter-Personal Skills/Effectiveness in 1993
- ⇒ Selection Skills/Effective Recruitment Tools in 1998.
  - ⇒ Emotional Intelligence in 2001.

**PERSONAL DOSSIER**

Date of Birth : 7<sup>th</sup> December 1960  
Passport No. : H 2540943; valid till Jan'2019