



Jyotikka Bhatia

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Objective: To lead the HR function and enable organization achieve business goals consistently by aligning HR to business requirements and create a performance driven centric culture driven by enthused people, effective processes and dynamic policies. Have exposure with Manufacturing, Retail, IT and automobile industries

Expertise

- **Strategic HR, Corporate HR and Business HR with 22 years of Performance Management (PMS), Organization Culture, Employee Engagement, Compensation Management and Compliance, Recruitment Retention strategies and industrial relations specialized in Plant and Corporate HR and Ops**

Career Growth in 20+ years of working life :

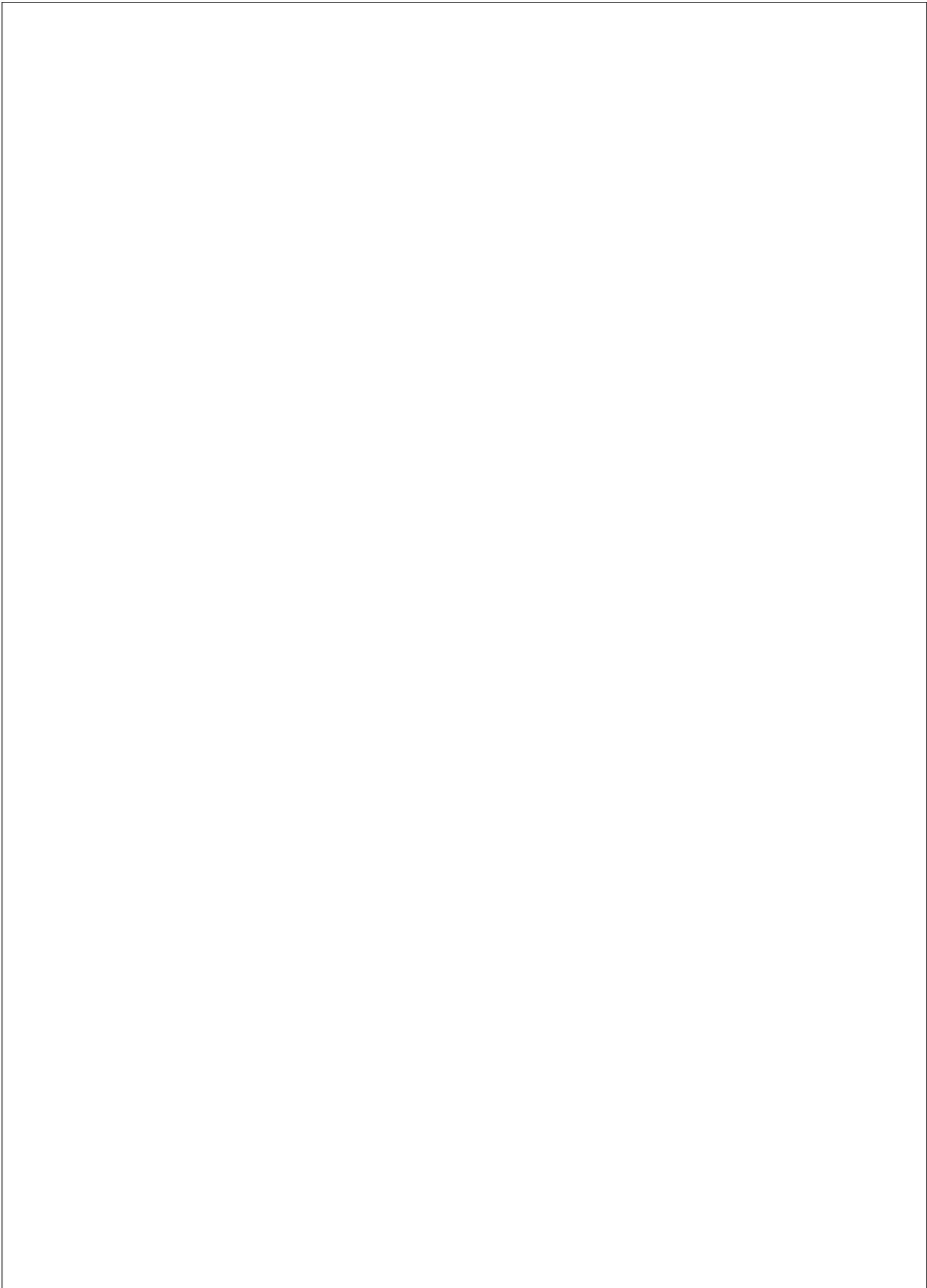
- **Luthra group As Circle Head HR:** – Since Jan 2021, through a team of 9 HR Personnel Handling 1000+ Employees in the areas of HRM, Recruitment, training, PMS and employee grievance.)
- **HKC as Sr VP: HR and Admin** – Since June' 2016, through a team of 5 HR Personnel Handling 1000+ Employees in the areas of HRM, Recruitment, Statutory compliance, training, PMS and employee grievance
- **Eagle seeds and Biotech Limited as Head HR, Admin and Ops, reporting to Chairman & CEO since 1st Dec 2012 to May' 2016**
- **Cognize Technologies as AGM** – HR reporting to MD, from **Oct 09 to Nov 12.**
- **Powertech Automation as Sr Manager** – HR & Admin, from **Oct 2005 to Oct 2009.**
- **Maruti Suzuki : Automobile as HR Manager, Jun 02 to Sept 05**
- **Gentek Manufacturing Plant as HR Executive and with back to back promotion to HR Manager, Feb 00 to June 2002**

(Before Marriage was associated with St Xaviers as Head Mistress, after marriage left for abroad and worked with Fugison Electronic Europe as HR Business Partner)

Major Achievements

- **Strategic HR:** Developed HR strategy, Organization Design (Short Term & Long Term) and ensured timely execution by aligning Business and people needs towards achieving organization goals.
- **Developed and executed HR policies, systems & processes in line with business objectives**
- **Reduced recruitment costs and lead time for senior positions by 20% and also executed time bound mass recruitment campaigns, including Campus recruitments.**
- **Manpower Planning and budgeting for effective implementation of business strategies – Talent acquisition and retention**
- **Learning & Development – Strategizing, planning and ensuring execution with the Internal & External trainers for training and development activities in the areas of soft skills & technical trainings.**
- **ESS -resulting in higher productivity & talent retention through various initiatives – creating a performance centric work culture**
- **Streamlined compensation Management and statutory Compliances**

- *Successfully developed and implemented VRS schemes to optimize manpower costs*



Major Achievements in Various Organizations

ESBL : Leading the HR Function

- *Strategize and align HR to dynamic business goals*
- *PMS – KRA and goal setting and six monthly reviews*
- *Recruitment of quality people in Management cadre and on floor in a timely manner*
- *Improved on HR communication to address employee issues*
- *Training need analysis and effective programs and monitoring ROI*
- *ESIC case had manage to save cost*
- *Conceptualizing, planning and implementing various HR strategies to create a performance driven work environment*
- *Assuring manpower budgeting for existing/ new business verticals*
- *Employee Engagement initiatives to increase EI score & address attrition*
- *Learning & Development frame work for future business ventures*
- *Performance Management including Balanced Score Card and leadership Values*
- *Talent Acquisition and Talent Management including Campus Recruitments*
- *Employee communication – Intranet, Newsletter, town hall meetings*
- *HR Operations – Selection to separation, managing the entire employee lifecycle, statutory compliances*
- *Employee induction, on-boarding to ensure new joiners are productive within shortest timelines*
- *Also managed Administration and statutory compliances*

Cognize Highlights:

- *Aligned HR to business goals*
- *Streamlined HR processes and systems for time-bound solutions for employee issues and effective communication*
- *Lead role in developing and implementing employee engagement initiatives and rewards program that reduced attrition by 12% and increasing EI Score (Great Places to work survey)*
- *Major performance improvement & job clarity initiatives taken that resulted in manpower optimisation – from 150 employees to 90 employees, thereby enhancing the profitability of the organisation*
- *Benchmarked compensation and developed dynamic compensation structure comprising of fixed and variable pay*
- *Pivotal in introducing HRIS and took proactive steps to improve HR Reporting & giving a better picture on the function to the management*
- *Learning & Development framework for future business ventures that enhanced speed of operations*

Powertech Automation Highlights

- *Responsible for Corporate and Plant HR – implementing HR strategies and Policies*
- *Interfacing with Management and Heads of Department for implementing HR, IR & Admin policies & procedures in line with core organizational objectives*
- *Implemented PMS effectively in line with Balanced score card and Bell Curve*
- *Successfully introduced assessment centre for Leadership Development along with T&D*
- *Led Manpower Planning and recruitments for all business verticals through business HR team & reduced recruitment cost time*
- *Introduction of effective 5 day induction program and managing the entire employee life cycle*
- *Employee engagement initiatives (Stay Interview, Town Hall, Employee Satisfaction Surveys, Suggestion Schemes)*
- *Succession planning through on the job training and mentoring*
- *Executed Reward and recognition programs and compensation Management*
- *Responsible for all recruitments across verticals*

Highlights ::

- *Performed gamut of operations such as:*
 - o *Organisational Designing & supporting varied business interest (short term & long term)*
 - o *Development and implementation of an effective performance management system*
 - o *Manpower planning, budgeting and talent acquisition.*
- *Handled other aspects such as:*
 - o *Compensation management/ Rewards and Recognition Programs & Statutory Compliances*
 - o *Executing Leadership development programs/ initiation of employee engagement activities*
 - o *Large scale recruitments for project and effective Induction Programs*
 - o *Designed Organization Structure, Initiated Employee Engagement Activities & Training activities and statutory compliances under central act across India locations*
- *Manpower Planning & Budgeting*
- *Introduced and implemented Performance Management System PMS*
- *Streamlined HR Processes, Policies, Induction Programs*
- *Reduced Recruitments lead time & costs*

Education

MBA in Human Resource	<i>Mumbai University</i>	<i>Human Resource Management</i>
PGDPM & IR	<i>Mumbai university</i>	<i>Labour Law and Industrial relations</i>
Bachelor of Commerce	<i>Mumbai University</i>	<i>Commerce</i>
B.ED	<i>Mumbai University</i>	<i>Bachelor of Education</i>

Training:

- *Stephen Covey's 7 Habits of Highly Effective People*
- *5 "S" Activity.*
- *Personality Development*

Date of Birth : Nov 08, 1979