



PR/109000 | Manger HR, IR & Admin

募集職種

人材紹介会社

ジェイエイシーリクルートメントインド

求人ID

1518308

業種

その他（メーカー）

雇用形態

正社員

勤務地

インド

給与

経験考慮の上、応相談

更新日

2025年01月28日 11:24

応募必要条件

職務経験

3年以上

キャリアレベル

中途経験者レベル

英語レベル

ビジネス会話レベル

日本語レベル

ビジネス会話レベル

最終学歴

短大卒：準学士号

現在のビザ

日本での就労許可は必要ありません

募集要項

INDUSTRIAL RELATIONS & EMPLOYEE RELATIONS:

- Collaborating with Cross functional department to undertake strategic IR planning in order to have an Industrial peace and smooth operations in the company.
- Maintaining harmonious relations between management & union workers through timely resolution of employee's grievances and creating good work culture for the organization
- Drafting & issuing various disciplinary letters like Show case cum Charge sheets, warning letters, conducting domestic enquiries, handling conciliations etc.,
- Identifying potential grievances through various formal & informal meetings and resolving at the base level.
- Leading the Collective bargaining / Charter of demand (COD) for the long terms Wage Settlement (LTS) with union without loss of production.

STRATEGIC HR:

- Responsible for development of HR Strategies as business partner with specialized focus on Organization development, Succession planning and standardizing of processes & policies.
- Formulating annual manpower budgets, Department Goals and conducting periodical reviews and ensuring adherence to divisional plans and budgets for smooth execution of operations.
- Periodic evaluation of Salary Structure, Fitments & Grade levels across the organization.
- Analysis of Budget v/s Actual on a regular basis as part of controlling and monitor the budget.
- Implement the various CSR projects as per the corporate policies and guidelines.
- Generating MIS reports on HR metrics like Head count, Salary details, Manpower details, etc., for supporting the management in decision-making.
- Responsible for Expat Management including Domestic & International Travel, Visa Management, Accommodation, Guest House Management etc.,
- Responsible for day to day Admin operations like including Travel management, Canteen Management, Security, housekeeping and grievance resolving of employees.

STATUTORY COMPLIANCE:

- Develop and execute statutory compliance review mechanism, monitor progress and ensuring 100% compliance related to various labour laws.
- Liaising with various government departments for obtaining License, Amendments, Renewal, Plan approvals etc.
- Monitoring the submission of monthly, quarterly, half yearly and annual combined returns under various acts like EPF, ESI, Factories act, National and Festival holiday, Payment of Gratuity act, Payment of Bonus act, Minimum wages act, Employment exchange act etc.

TALENT ACQUISITION & TALENT MANAGEMENT:

- Responsible for formulating Manpower Planning, HR Budgeting, and Recruitment Strategies by undertaking planning and implementing cost effective hiring methods.
- Driving the team for end-to-end recruitment life-cycle of Sourcing & Hiring of right talent, head hunting, salary negotiation & fitment, joining follow-up till successful joining.
- To drive talent management process to Attract, Develop / Training the resources and Retain top talent, thereby improving the Quality of Talent by having a substantial Talent Pipeline for all critical roles.
- Focusing on competency development & maintaining the technical skill inventory for all employees.
- Designing Job Description for new requirements and promotions.
- Ensuring timely recruitment of flexi manpower (Apprentice trainee) as per business requirements.
- Handling contract labor management.

PERFORMANCE MANAGEMENT:

- Leading end to end Performance Management by formulating and implementation of SMART Goal / Task sheet by setting the Performance Review mechanism, annual increment and communication of performance results.
- Driving the review process for probation, confirmation, annual appraisal, promotions & elevations, transfers.
- Creating pipe-line for all business verticals through succession planning, identifying hi-potential second line leaders, planning pro-actively to groom & develop them through development plan.

SKILL REQUIREMENTS:

- Minimum 10 TO 15 years of experience in handling HR Functions.

- Minimum 2 to 4 years of experience in handling the team.
 - Good communication and presentation skills.
 - Good in analytical and problem-solving skills.
 - Good interpersonal and team building skills.
 - An ability to work to tight deadlines and within constraints.
 - High level customer and business orientation.
 - High level of commitment and personal integrity.
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会社説明