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# DEEPAK H. PACHARNE

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**Human Resource Generalist**

* **Masters in Personnel Management** having experience of 20 years in Talent Acquisition, Employee Relation, and other HR functions, distinguished by commended performance and proven results in the field of Human resource management and Team Development.
* **Extensive background in HR generalist affairs,** including experience in Talent Acquisition and retention, Induction & onboarding, staff development, staff Welfare, benefits and compensation, HR policies development and legal compliance, developing team building programs.

**HR Skills**

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| * HR Policies & Procedures * Employee Engagement * Training & Development | * Talent Acquisition * General Administration * Performance Management | * Statutory Compliance * Payroll Management * Grievance Handling |

**Professional Dossier**

**Strategic HRM**

• Interfacing with Management and Heads of Depts for devising and implementing HR Strategies, Policies & Procedures in line with core organizational vision & objectives.

• Driving Organizational Development initiatives with focus on building a culture steeped in performance orientation, competency building and service orientation.

• Facilitating effective Change Management; initiating/implementing Best Practices in line with business goals of the organisation.

• Implementing HRIS to automate and effectively facilitate HR operations across the organization.

**Recruitment, Resourcing & Development**

• Managing the complete recruitment life-cycle for sourcing the best talent from diverse sources after identification of manpower requirements for new / existing Depts.

• Working out Job Profiles, Roles and identification of Competencies.

• Planning human resource requirements in consultation with heads of different functional & operational areas, overseeing the conduct of selection interviews and induction programs.

**Performance Appraisal**

• Formulating and implementing increment, incentive and other remuneration policies.

• Managing the Appraisal process across levels; establishing a framework for linking Performance Appraisal with Reward Management.

• Monitoring and facilitating for the performance review feedback for employees including their post review feedback developmental activities.

**Training & Development**

• Determining training needs of employees; preparing training calendars & organizing training schedules.

• Obtaining trainees' feedback for determining the effectiveness of training programs & carrying out modifications if necessary.

• Developing & appointing internal trainer from Automotive filed for conducting in-house training programs for cost effectiveness as well enhancing skill levels. Monitoring the post training implementations.

**Employee Relations**

• Managing welfare measures, HR - Management initiatives, employee get together, team building activities etc. to enhance motivation levels, productivity and relationship building.

• Caring for people through the assessment of Need Profiles for better physical and psychological well being and spiritual development.

• Conducting Audits and Surveys for identifying issues and preparation of plans for enhancing effectiveness of the organization.

**Payroll Management**

• Implementing payroll software for processing monthly staff salaries of all branches with requisite deductions like EPF, ESIC, PT, etc.

• Ensuring the statutory payments at right time towards EPF, ESIC and PT..

• Managing & processing accurate salaries of staff with eligible statutory deductions.

**General Administration**

• Monitoring adherence to Statutory Regulations & Compliance with various Government Agencies; monitoring disciplinary issues & Legal matters.

1. **KOTHARI CARS PVT. LTD., PUNE Oct. 2018 – Mar. 2021**

**Authorized Dealer for Hyundai Motors India Ltd., PUNE**

**Role – Group HR Head**

**Self employed engaged with own HR Cum Recruitment Consultancy firm (M/s. Jaydeep Management Consultancy) as Founder Cum Director in Pune from Sept 2016 till Oct. 2018**

1. **NEXA-MARUTI SUZUKI, PUNE Sept. 2015 – Aug.2016**

**Maruti Suzuki Authorized Dealer, THE KOTHARI WHEELS, PUNE**

**Role – Manager HR & Admin.**

1. **MARUTI SUZUKI, PUNE April 2012 – Sept. 2015**

**Maruti Authorized Dealer, SUMANKIRTI CARS PVT. LTD., PUNE**

**Role – Head HR & Admin.**

1. **ACE KUDALE CAR PVT. LTD. Mar. 2009 – Dec. 2011**

**Authorized Dealer for Maruti Suzuki India Ltd., for passenger vehicles for Sales & Service & Spare having strength of 500 employees.**

**Role - HR & Admin. Manager,**

1. **MY CAR PUNE PVT. LTD, WAKAD, PUNE. MAY 2007 – FEB. 2009**

**Role – Assistant Manager HR & Admin.**

1. **KARROX TECHNOLOGIES LTD. APRIL 2006 - MAY 2007**

**(ZAIN INFORMATION SYSTEMS).**

1. **SYMBIOSIS SOCIETY, March 2004 – FEB. 2006**

**Role - HR Co-ordinator,**

1. **SHIVSHAKTHI BIOPLANTTEC LTD., HYDERABAD.**  **Nov. 2001 - Feb. 2004**

**Internship Details**

* **Sudarshan Chemicals Group Of Companies (Paint & Pigment Division).**

Project Title: “Evolution of Modern Safety in an Organisation.”

**Scholastics**

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| **Qualification** | **University/School** | **Year DIV/ GRADE** |
| MPM (PM & IR)  D.L.L. & L.W.  B.A (ECONOMICS HONS.)  12th (AICSSE) | IMCC, PUNE UNIVERSITY  SYMBIOSIS LAW COLLEGE  SYMBIOSIS ARTS COLLEGE  KENDRIYA VIDYALAY,PUNE | 2000 FIRST CLASS  2001 PASSED CLASS  1998 FIRST CLASS  1995 SECOND CLASS |

**Computer Skills:**

* MS Office (Word, Excel, PowerPoint, Access, Outlook)
* DMS Software, Outlook

**Competencies:**

* Quick learner, adapt well to changes and pressures in workplace.
* Work effectively & efficiently with diverse groups of people.
* Self motivated with optimistic approach.
* Ambitious and committed to result and excellence.

**Personal Dossier**

**Date of Birth:** 21st March 1977

**Marital Status:**  Married

**Languages known :**  Hindi, English, & Marathi

**Passport No:** K3602715 (Valid Till 2022)

**LinkedIn ID:**  [in.linkedin.com/in/deepak-pacharne-265a981b](https://in.linkedin.com/in/deepak-pacharne-265a981b)

**Date: Deepak H. Pacharne**