**Lead Human Resources - Ramesh V Anigol**

**Mobile:** +91- 9964165528 **E-Mail ID:** anigolramesh@gmail.com

**Career Objective**

I am a result-oriented person who is self-motivated and has exceptional work ethics and commitment. I am a proactive team player and tactical planner with the ability to attract and secure key players in building strong and lasting business relationships. I have been recognized for decisive leadership and proven ability to face challenges head-on and execute sound decisions.

**Experience**

* Working as **Lead Human Resources** at **Concentrix Services India Pvt Ltd** Formally Known as **Minacs Pvt Ltd** from **Dec 2014** till date.
* Worked as **Business HR /HR Member** at **Minacs Pvt Ltd Formally Known as Aditya Birla Minacs** under payroll of **Alph Consulting Pvt Ltd** from **Feb 2013** till **Nov 2014**.

**Education Qualification**

* Post-Graduation Diploma in HR from Kuvempu University, 2016.
* Bachelor of Computer from Bangalore University, 2011.

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| **Career Summary**  |

* Lead Human Resources 7.1 experience in HR
* Employee Engagement
* Grievance
* Payroll
* Statuary Compliance
* Business SR Audit
* COPC External Audit
* Computer savvy, hands on Microsoft excel, Microsoft word, Microsoft Power Point, Oracle/HRMS database

**Achievements**

* Employee Satisfaction Survey – 4.7 Out of 5 Rating for 2018
* Concentrix Circle of Excellence Award – 2017
* Concentrix Star Performer of the Quarter – Feb-2018, appreciation from team & employees
* Concentrix Circle of Excellence in Pursuit of Excellence Award - 2016
* COPC 6.0 External Business Audit Cleared – 2017
* COPC 5.2 External Business Audit Cleared – 2016
* Got promoted from HR-Member to HR-Executive within 1.9 year
* Got Best Operational Enabler-2015
* Business growth 260 to 430 Head Count

**PROFESSIONAL EXPERIENCE**

**Experience 2 :**

Position : **Lead Human Resources**

Organization       : Concentrix Services India Pvt Ltd Formally Known as Minacs Pvt Ltd

Duration               : December 2014 To till Date.

###### Roles and Responsibilities:

* Acts as a single point of the contact for the employees and managers in the business unit
* Executing “Employee Engagement” initiatives to keep people together and make the workplace exciting, rewarding and engaging
* Drive an effective Learning and development agenda that impacts the employees and the businesses
* Conduct periodical employee surveys to collate insights @ workplace and in turn design employee interventions accordingly to address concern areas
* Handling employee Grievances
* Employee welfare, safety, wellness and health and counselling
* Developing and implementing policies on issues like working conditions, performance management, equal opportunities, disciplinary procedures and absence management
* Dealing with grievances and implementing disciplinary procedures
* including inductions for new staff
* Analyzing Attrition and retention Programs
* COPC Audit
* ISO Audit
* Smooth Payroll for 3000 + Employees and addressing the Concerns in Real Time
* Statuary & Compliance

**Projects on Site Level**

* Employee Engagement
* Communication
* Reward & Recognition
* Supervisor Engagement
* Reports

**Experience 1:**

Position : HR Member/ Business HR.

Organization       : Minacs Ltd Formally Known as Aditya Birla Minacs

Duration               : February 2013 till November 2014.

###### Roles and Responsibilities:

* Leading the Induction for New Joiners end to end
* Constantly improved analysis, reporting while streamlining daily HR functions.
* Issue the Offer Letter, Promotion Letter & IJP Letter
* Payroll end to end for 3000 Employees
* Coordinating for the Site Level Employee Engagement Activities
* ISO Audit

###### Personal information:

**Name**  : Ramesh V Anigol

**Date of Birth** : 02-09-1988

**Address :** #21, Shalom Bhavan, 3rd B Cross, Hormavu Agara

Bangalore - 560043

**Marital Status**  : Married

**Nationality**  : Indian

**Languages Known** : English, Hindi, Kannada, Malayalam.

**Passport No** : M3043721

**Religion : Christian**

Place: Bangalore

Date: (Ramesh V Anigol)