

BHASKAR JOSHI

202/A, Sai Radha Complex, LBS Road, Bhandup (W) ☎ Mumbai - 400078 ☎ +91-9819126888 ☎ joshibhaskar91@gmail.com

SENIOR PROFESSIONAL - HUMAN RESOURCES GENERALIST

- ✳ **Qualified Professional in Human Resources** having a varied experience of 34 years with proven track record.
- ✳ **Extensive background in HR generalist affairs**, including experience in employee recruitment and retention, staff development, mediation, conflict resolution, benefits and compensation, HR records management, HR policies development and legal compliance, organizational development, learning & development.
- ✳ **Demonstrated success in negotiating win-win compromises**, developing teambuilding programs, and writing personnel manuals, corporate policies, job descriptions and management reports.

HR SKILLS

*HR Department Startup
Orientation & On-Boarding
Training & Development
Performance Management*

*Organizational Development
Staff Recruitment & Retention
Employee Relations
HR Policies & Procedures*

*Succession Planning
Total Quality Management
Employee Grievance Handling
Employee Welfare*

PROFESSIONAL EXPERIENCE

EXPERIENCE SUMMARY

PERIOD	COMPANY	DESIGNATION
2012 onwards	Godavari Biorefineries Ltd (Somaiya Group), Mumbai	GM-HR
2008 to 2012	PRS Permacel Private Limited, Mumbai	GM- HR
2004 to 2007	HR Consultant, Mumbai	Facilitator
2001 to 2004	ASHAPURA Group of Companies, Mumbai	GM – HR
1997 to 2001	CEAT Tyres Ltd., (RPG Group)	Manager – HR, Training & Development
1992 to 1997	JCT Electronics, Baroda	Manager – HRD
1983 to 1992	Hindustan Textile Mill Ltd., (Thakersey Group), Mumbai	Asst. Manager – HRD
1981 to 1983	Asian Paints (I) Ltd., Ankleshwar	Personnel Executive

EXPOSURE:

- ❖ Human Resources Development
 - Recruitment
 - Performance Management
 - Compensation Management
 - Training & Development
 - Total Quality Management
 - HR Department Set-up
 - Personnel Management Systems
- ❖ Welfare & Administration
 - Canteen Administration
 - Medical Service
 - Credit Co-operative Society
 - Sports & In-house Magazine

- Security, Housekeeping & Transportation
- Liaison with Government officials
- Time Office Functions

❖ **Industrial Relations**

- Negotiations with Union
- Employee Discipline / Disciplinary Actions
- Employee Grievance Handling
- Conciliation and Court Handling

EDUCATION & CERTIFICATIONS

Master of Social Work (1981), from M S University, Baroda.

Bachelor of Arts (Psychology) (1978), from St. Xavier's College, Ahmedabad, Gujarat University.

Certifications:

Certification	Year	Institute / University	Grade / Percentage
Diploma in Business Management	2001	Welingkar Institute of Management, Mumbai	55%
Diploma in T Q M	1999	NMIMS, Mumbai	'A' Grade
Post Graduate Diploma in Clinical Psychology	1995	Faculty of Psychology, M S University, Baroda	'B' Grade
Post Graduate Diploma in Industrial Psychology	1993	Labour School, Chennai	'B' Grade
Post Graduate Diploma in Labour Laws	1984	Faculty of Laws, M S University, Baroda	50% - II Class
Post Graduate Diploma in Organisational Behaviour	1983	Faculty of Psychology, M S University, Baroda	60% - I Class

OF NOTE

Professional Affiliations:

- ✱ Bombay Management Association (BMA), Chairman of Membership Service Committee
- ✱ Ahmedabad Management Association (AMA), Life Member
- ✱ National Institute of Personnel Management, Life Member
- ✱ National HRD Network, Life Member
- ✱ Indian Society for Training & Development, Past President, Bombay Chapter, 2008-09

PERSONAL INFORMATION

Date of Birth: 17 August 1956