

Vijendra Gadve

Employee Relations and Business HR



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SKILLS

- Networking
- Problem Solving
- Critical Thinking
- Handling Pressure
- Leadership
- Communication and Interpersonal
- Team working
- Leadership and Talent management

ACHIEVEMENTS

- Invited as guest faculty at Faculty of Social Work, The M.S. University of Baroda
- Implementation of bio-metric attendance across company
- Represented company before various national and state level forums such as AIOE, FICCI, FGI, BMA
- Single handedly addressed critical union litigation
- Neutralized external union influence
- Formulated employees career advancement policy
- Employee of the month-March 2010 Best performer by Juvenile Solutions Pvt.Ltd, Vadodara

OBJECTIVE

Self-motivate and result oriented employee relations professional, Exceptional in networking and interpersonal skills, Team player who is committed for achieving business goals by aligning the employee relations activities for harmonious work place, prepared to face challenges and solve the problems.

EXPERIENCE

Deputy Manager (Industrial Relations)

Gujarat State Fertilizer and Chemicals Limited April-2018 –till date

- Ensure compliance to Labor Relation policies for the factory, to ensure activities regarding labor relations, statutory compliance and organized labor within the area of responsibility
- Attending Judicial court proceedings and matters before the labour settlement forums
- Briefing advocate about critical court matters and ensure effective defense
- Timely reviewing and reporting of all units related legal and conciliation matters
- Part of working team for long-term wage settlement and negotiations with the Unions
- Aligning business manpower needs during merger of business units and manpower restructuring
- Policy formulations and implantation for aligning business goals
- Manning corporate Industrial Relations strategies towards preventive and proactive harmonious industrial relations scenario
- Part of manpower optimization project conducted by NPC, talent management, remuneration, workforce reduction
- Robust liaison with the Government departments and external agency, relationship for smooth functioning of the site and timely Compliance
- Keep informed about current labor scenario and practices in all the surrounding industries.
- Addressing and resolving the issues of multiple labour unions
- Make sure effective and timely internal and external communication
- Monthly reporting and apprising management about the update in critical IR matters

Officer (Industrial Relations)

Gujarat State Fertilizer and Chemicals Limited – July 2013- March 2018

- Ensuring control and reduction in unplanned absenteeism of employees, monitoring and addressing complaints, Role of inquiry officer and presenting officer
- Seek opinions and reviews to get pulse of various section of employee covering all the areas
- Preparing management counter demand, wage surveys for effective negotiation with the Unions for long term settlement
- SAP implementation in time keeping and deriving statutory reports
- Better communication and sensitising the line managers with the blue collar workers for establishing empathic approach and belongingness
- Delivering day to day HR operations and policy implementation

EDUCATION

UGC NET

University Grants Commission
2013

MSW

The M S University of Baroda
2010-2012

PGD IRPM

The M S University of Baroda
2009-2010

PGD HRM

The M S University of Baroda
2008-2009

B.Com

The M S University of Baroda
2005-2008

Hobbies: -

Travelling, Drawing, Cooking

Date of Birth:-02 /01/1988

Languages Known:-

English, Hindi, Gujarati & Marathi

REFERENCES

Mr. Ashwin P. Hathi

Senior Advocate , Vadoadara
09824047998

Prof. Dr. M N Parmar

Ex-Dean ,Faculty of Social Work,
The M S University of Baroda
09376225001

EXPERIENCE

Executive Trainee -Industrial Relations

Gujarat State Fertilizer and Chemicals Limited – July 2012- June 2013

- Timely ensuring the employee welfare benefits distribution for safeguarding employees wellbeing
- Managing contract labours (unorganized labours) and relation with contractors/workers, labor suppliers
- Educating contractors and ensure annual audit of compliance for contractors and labours statutory compliances
- Ensuring supply of manpower and timely compliance of all the labor laws by the contractors
- Ensuring that the records are available for audits and inspections

Recruiter

Juvenile Solutions Pvt.Ltd, Vadodara– November 2009- April 2010

- Recruitment specialist for the techno-commercial profiles
- Sourcing CV from Job Portals/ hunting candidates
- Conducts initial interviews by phone to determine experience and skill level
- Submit the profile of the candidate to Team Lead for approval.
- Arranges for client interviews and ensure candidate attends scheduled interviews and asses readiness of the candidate to take up the position/job,
- Negotiates salaries with candidates and negotiates salary-pay with subcontracting companies and close the position
- Ensures appropriate paperwork is done for Placement

CONFERENCE PAPER PRESENTATION

1. “Awareness and utilization of Primary Health Care Services: Beneficiaries perspective” during International Conference: Women and Millennium Development Goals: A Social Work Response, 13th-14th February,2014
2. “CSR: An emerging PPP tool of Community Empowerment” in International Conference: Community Empowerment, Coping Resilience and Hope14-16 December,2014 at Hyderabad
3. “Transition, Diversity and Organization Development” in National Conference: Leveraging Human Potential for World Class OrganizationsResponse, 2nd& 3rd February,2018