

# SANDEEP KUMAR

HUMAN RESOURCES LEADER | GOVERNANCE, INDUSTRIAL  
RELATIONS & WORKFORCE STRATEGY

INDUSTRIES OF INFLUENCE

Manufacturing | FMCG | Automotive | Agrochemicals | Petrochemicals

## CONTACT

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## STRATEGIC FOCUS

- Strategic HR Leadership
- Industrial Relations & Labor Law Compliance
- Workforce Planning & Bulk Recruitment
- Compensation & Benefits Governance
- Succession Planning & Leadership Development
- Employee Relations & Engagement
- Performance Management (KRA/KPI Frameworks)
- Organizational Development & Change Management
- Learning & Development Architecture
- HR Budgeting & Payroll Administration
- ISO, OHSNS & Compliance Audits
- Union & Stakeholder Negotiation

## EARLY CAREER

- Manager-HR | **Bellsonica Auto** | Component India Pvt Ltd, Gurgaon  
Feb 2014- Jan 2015
- Dy. Manager- HR **Haldiram** | Manufacturing Pvt. Ltd, New Delhi  
Nov 2010—Feb 2014
- Asst. Manager-HR, **Sperry Plast Ltd**, New Delhi  
Apr 2006-Feb 2010
- Sr. Executive-HR **Dogma Auto Industries Ltd**, New Delhi & Haryana  
Jan 2002—Apr 2006

## EXECUTIVE SUMMARY

Human Resources leader with over two decades of expertise shaping workforce architecture and governance across leading manufacturing and FMCG enterprises. Instrumental in instituting robust industrial relations ecosystems, compliance frameworks, and policy regimes that safeguarded business continuity and operational resilience. Directed high-impact recruitment and workforce planning initiatives & organizational structuring to strengthen capability & support expansion across multi-plant environments. Partnered with board and executive leadership to align people strategy with enterprise priorities, embedding systems for performance, engagement, and talent stewardship that fortified organizational growth on both national and global platforms.

Strategic Leadership Highlights:

- Directed enterprise-wide HR strategy for a workforce of ~7,000 employees, leading a 20-member HR team and overseeing payroll for 4,000 beneficiaries Rs. 8.8Cr. annually) with stewardship of an HR budget of Rs. 5.4Cr.
  - Resolved complex industrial **disputes**, including the Bellsonica case (2015) at **Chandigarh High Court** and a **two-month strike at the Haryana plant**, restoring operations and safeguarding organizational interests.
  - Elevated **compliance and** governance standards by institutionalizing ISO 9001:2015 and ISO 14001:2015, embedding **occupational** health and safety frameworks, and representing management in labor court proceedings.
  - Built future-ready talent pipelines through large-scale recruitment programs, nation wide campus hiring, and internal succession planning that back filled 18-10 leadership roles.
  - Advanced workforce capability through **multi skill training programs**, literacy **initiatives**, structured suggestion schemes, and performance-linked reward & **recognition** frameworks.
  - Optimized work forced employment and introduced **automation initiatives** that reduced **absenteeism**, improved **manpower utilization**, and contained **labor costs**.
  - Forged resilient relationships with unions, statutory bodies, and leadership teams, strengthening industrial harmony and organizational credibility.
- Honored with Guru Vandana Award (2009 - Bhartiya **Vidyapeeth University**) and LIC of India Qualifiers Trophy (1009-10) for **leadership and professional** excellence.

## LEADERSHIP JOURNEY

DGM-HR | **National HR Placement (Delhi/NCR)**

MAR 2023-Present

Leading HR **solutions** and advisory firm serving diverse corporate sectors.

- Steering HR advisory and service delivery across staffing, organizational development, and leadership capability-building for client organizations. Architecting performance management frameworks, including KRA/KPI alignment and reward & recognition systems, to strengthen accountability and performance culture.
- Leading organizational development interventions, leadership training, and employee development programs, enhancing client work force effectiveness.
- Directing large-scale recruitment strategies including on-site hiring, campus placements, and bulk work force mobilization to meet critical business requirements.

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## EDUCATION

- Master in Labour Group | Magadh University
- PGD (Industrial Relations and Personnel Management) | Bhartiya Vidya Bhavan, New Delhi
- B.Com (Hons.) | J.P. University 1993

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## CERTIFICATIONS & TRAININGS

- Certificate in Computer (MS Office, 845-DOS, Internet) | Gandhi Institute of Computer & Technology, New Delhi
- Training & Project Work on Selection Procedure and Model Taj Palace Hotel, New Delhi
- ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) 2018
- ISO 9001:2015 | Quality Management System 2015
- ISO/TS 16949:2015

- Consulting with client leadership on industrial relations, statutory compliance and man power strategy to safeguard business continuity and growth.

DGM -HR | D P Jindal Group (Delhi / NCR/ Mumbai) JUN2021-FEB2023  
*Diversified industrial conglomerate with flagship businesses in steel pipes, seamless tubes, and of (i.e. manufacturing through KPL, MSL, and JDIL.*

- Led group-wide HR strategy across multiple business units, integrating workforce planning with corporate and manufacturing objectives.
- Partnered with the executive board to institute succession planning and leadership development, securing a future-ready talent pipeline for critical functions.
- Strengthened governance by embedding rigorous compliance, audit and statutory controls across plants and corporate offices.
- Harmonized HR policies, systems and process across group companies, creating consistency, operational discipline, and scalability.
- Advanced capability-building and retention initiatives to stabilize a diverse work force and sustain productivity in technical and managerial roles.
- Advised senior leadership on organizational design, manpower allocation and transformation initiatives to enable expansion and long-term business resilience.

DGM -HR | Indogulf Crop Sciences Ltd. (Delhi NCR/ Jammu) JAN2016-JUN2020  
*Agrochemical manufacturer with strong domestic market share and export operations across Asia, Africa, Latin America and the Middle East.*

- Headed HR strategy and operations across multi-location plants and depots, aligning manpower planning with business growth in India and international markets.
- Built succession and leadership development frameworks to strengthen the talent pipeline for critical technical and business functions.
- Reinforced performance management and compliance systems, improving governance standards and workforce accountability.
- Design engagement and retention programs for technical specialist and managerial staff, reducing attrition in high-impact roles.
- Standardized HR policies and organizational practices across geographies, balancing consistency with local regulatory requirements.
- Collaborated with senior leadership on organizational design, manpower deployment, and capability building to enable scale-up in export markets.

HR Manager | Bellsonica Auto Components India Pvt. Ltd, Gurgaon FEB2014- JAN2015  
*Multinational manufacturer of automobile components with headquarters in Japan and plants across India, Indonesia, and Japan.*

Led recruitment for technical, supervisory and managerial positions, strengthening talent pipelines for plant operations.

Managed statutory compliance, industrial relations, and grievance handling to maintain harmonious employee relations.

Oversaw HR operations at the plant, ensuring alignment with corporate policies and Japanese management practices.

Implemented performance appraisal systems and employee engagement initiatives to support workforce productivity.

Coordinated with global teams on HR reporting and policy implementation to standardize practices across geographies.

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## PROJECTS UNDERTAKEN

- **Industry Setup** -Chennai (2008-1010): Directed HR setup for a new industrial unit, covering recruitment of core teams, organizational structuring, and policy development.
- **Greenfield Manufacturing Project** -J&K (2006-2010): Established HR and compliance systems from the ground up, developing workforce structures, statutory frameworks and policies to support the plant's launch.
- **Administration Support**- MD Office: Oversaw HR and administrative functions for the Managing Director's office, supporting governance and operations across multiple product lines (TPR, PP, HIPS, SBS).