

Balasaheb Abhimanyu Golhar
KGP Auto Limited | General Manager HR & Admin | Pune, India

BASIC INFORMATION

Experience in:	Automobile Industry
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CAREER CONTOUR

I am unwavering, meticulous, and highly competent in the **Automobile Industry** I have a consistent record of transporting the best results-driven work with a proven ability to implement my work in an organized manner for **22+ years** of my successful career.

My expertise:- **Automobile Industry – HR Strategy, Employee Engagement, Talent Management, Statutory Compliance, Process Optimization, Recruitment Strategies, Training Development, Facility Management & Vendor Management, Budget Control, Performance Evaluation, Workforce Development, Policy Implementation, Risk Mitigation, Asset Management.** I have in-depth knowledge of all management ethics. I possess effective communication skills and am a team player with strong organizational, Logistical, and problem-solving abilities.

I have great exposure to working with large-scale organizations like **KGP Auto Limited, Ghatge Motors Private Limited.** I have well-versed skills in analysis, problem-solving, and coordination, which make me so successful and dedicated. Strong influencing and negotiation skills coupled with a proven ability to think in and out of the box, generating new solutions.

I have commenced my profession as an **Executive** and raised myself as a **General Manager HR & Admin** at a reputed company. I would like to see myself growing with the passing years of hard work and dedication. I have been awarded many accolades for my result-oriented hard work.

Armed with a multitude of competencies and work experiences, I am confident to carry forward any organization's vision & objectives with sufficient ease and dedication to my job responsibility.

EXPERIENCE

Aug'2019 – Till Date | KGP Auto Limited | As General Manager HR & Admin

Responsibility:-

- Established scalable HR processes to enhance organizational effectiveness and align with best practices.
- Restructured compensation frameworks to boost employee satisfaction and retention while ensuring market competitiveness.
- Developed and implemented employee engagement strategies, enhancing team collaboration and productivity.
- Defined job descriptions for critical roles, clarifying responsibilities and performance expectations.
- Created performance metrics for the HR team to drive continuous improvement initiatives.
- Led the digitization of HR processes with an HR Management System (HRMS), improving data accuracy and reporting.
- Planned and managed budgets for contracts, equipment, and supplies to optimize resource allocation.
- Monitored facility operations to ensure compliance with safety and security standards through regular inspections.

- Prepared and reviewed operational reports for accuracy, providing insights for strategic decision-making.
- Oversaw maintenance and repair of machinery and equipment to ensure operational reliability.
- Managed construction and renovation projects to improve facility efficiency while complying with regulations.
- Facilitated cross-department collaboration to align HR initiatives with organizational goals.
- Developed targeted training programs to enhance employee skills and provide career advancement pathways.
- Conducted regular audits of HR practices to ensure compliance with legal requirements and address concerns.
- Implemented performance management systems to promote accountability and transparency in evaluations.
- Championed diversity and inclusion initiatives to foster a workplace that values diverse perspectives.
- Analyzed workforce data to identify trends and inform strategic planning aligned with company objectives.
- Coordinated health and safety programs to maintain a safe working environment and ensure regulatory compliance.
- Managed vendor relationships and negotiated contracts for cost-effective service procurement.
- Provided guidance on employee relations issues to foster a positive workplace atmosphere.
- Developed and maintained comprehensive HR policies and procedures for consistency and employee support.

PREVIOUS EXPERIENCE

- *Apr'2016 – Jul'2019 | Ghatge Motors Private Limited. | As Head Of Department HR & Admin*
- *Mar'2013 – Mar'2016 | Roharsh Motors Private Limited. | As Manager HR & Admin*
- *Dec'2010 – Mar'2013 | Prasanna Purple Mobility Solutions Private Limited. | As Assistant Manager HR & Admin*
- *Feb'2003 – Dec'2010 | Eofficeplanet India Private Limited. | As Executive HR & Admin*
- *2000 – 2003 | Reliance Communications | As Web-World Coordinator*

ACHIEVEMENTS

- Implemented an employee engagement program, increasing staff satisfaction scores by 30% over two years.
- Reduced average hiring time by 40% through an automated applicant tracking system and streamlined interview processes.
- Achieved 100% compliance in statutory audits for three consecutive years, minimizing legal risks.
- Led the implementation of an HR Management System (HRMS), reducing administrative workload by 50% and improving data accuracy.
- Negotiated contracts that lowered facility management costs by 25% while maintaining service quality.
- Developed a training program that increased employee skills proficiency by 35%.
- Designed a performance appraisal system that enhanced transparency and productivity.
- Oversaw renovation projects, resulting in a 20% increase in facility utilization.
- Established a rewards and recognition program, boosting employee morale and retention by 15% in the first year.
- Created a competency mapping and succession planning framework, ensuring key role continuity and reducing turnover.
- Earned three promotions within the Ghatge Group of Companies for outstanding performance and contributions.

ACADEMIC FORTE

- Bachelor of Arts from Savitribai Fule University Pune in 2000.
- Bachelor of Commerce from Y.C.M.O.U. Nashik in 2010.

TECHNICAL PROFICIENCY

Well versed with

- Ms office
- Windows
- Internet application

Advice for Contacting:

I'm always open to conversation, networking with like-minded professionals, or discussing future prospects. Connect with me on Linked In or contact me at Golharbalasaheb@gmail.com