



Deepak Alagumani

Competent Plant HR & Compliance Specialist



CONTACT DETAILS



5/442.Sri Alagar Nagar, Near Melur Arts College, Navinipatti, Melur, Madurai, TN-625106 , Tamil Nadu.



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Language Spoken

English :

Tamil :



Technical Skills

- ❖ Recruitment and selection
- ❖ Employee relations
- ❖ Performance management
- ❖ HR policies and procedures
- ❖ Training and development
- ❖ Payroll processing
- ❖ Employee benefits
- ❖ Conflict resolution
- ❖ Communication
- ❖ Interpersonal skills



Social Skills

- ❖ Dynamic and Curious in HR
- ❖ Team Spirit and Networking
- ❖ Communication
- ❖ Interpersonal Skills
- ❖ Problem Solving



IT Skills::

- ❑ Application Software : MS Office / ERP
- ❑ Database : FoxPro, Oracle 8.0
- ❑ Design Software : Photoshop,Coreldraw



Membership

DDHRF - Dindigul Dist HR Foundation
Human Capital Management - Tirupur



Education

2020 - 2022:
Master of Social work Degree in
Human Resource Management,Bharathidasan
University, Trichy India.

2012 - 2015:
Bachelor Degree in Political Science,
Madurai Kamaraj University, Madurai, India.

Human Resources Professional with a vision of creating a positive impact on people and the planet through the 3P Approach (People, Planet, Profit). Manage the human resources for a large-scale garment factory with 5000 employees in Tamil Nadu, India.



Work History

Current Employer

Employer :Victus Apparel Private Limited ,Thirupathur- Sivanga
Workforce : 1350 Employees in 1 Factory
Designation : Dy.Manager HR & Compliance
Period : 03 Jun 2024
Reporting To : HR Manager & General Manager

Previous Employer-1

Employer : Akruthi Apparrel ,Theni.
Workforce : 800 Employees in 1 Factory
Designation : Dy.Manager – HR & Compliance
Period : 24 Apr 2023 to 15 May 2024
Reporting To : DGM & Factory Manager

Previous Employer-2

Employer : Gainup Industries India Pvt Ltd, Dindigul.
Workforce : 5,000 Employees in 3 Factories.
Designation : Asst Manager – HR & Compliance
Period : Mar 2018 to Mar 2023
Reporting To : GM - HR

Previous Employer- 3

Employer : Sri Ganapathy Silks Sankarankovil Pvt Ltd, Theni
Workforce : 1500 Employee's.
Designation : Executive – HR
Period : Dec 2013 to Feb 2018
Reporting To : HR Manager

Key Role in HR Management:

- ❖ Proficient in effectively managing Statutory and social compliance and technical process spanning requirement analysis, training, planning, and liaison to ensure on time achievement of organisational audit targets.
- ❖ Skilled in administration like to handle Canteen, Security, Transportation & dormitory.
- ❖ Responsible for payroll processing and maintaining legal records as well as filing periodic returns.
- ❖ Created a positive and performing work environment through the implementation of a robust grievance procedure.
- ❖ Skilled in coordinating with buyers and certification bodies, social compliance and technical audit process.
- ❖ Expertise in buyers ethical audit requirements inclusive of Buyers visits,compliance agreement process.
- ❖ Manage recruitment and selection process for all positions, including sourcing, screening, and interviewing candidates..
- ❖ Provide guidance and support to employees on performance management, disciplinary actions, and conflict resolution.



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Personal Details

Father’s Name : Alagumani P

Date of Birth : 10-05-1987

Gender : Male

Nationality : Indian

Marital Status : Married

Mother Tongue : Tamil

Languages Known : English, Tamil.

References:
Available upon request.

- ❖ Conduct training sessions for employees on HR policies and procedures and workplace culture.
- ❖ Manage employee benefit programs and ensure accurate payroll processing and Time office process
- ❖ Lead and supporting committee election and monthly committee activities.
- ❖ Implemented various employee engagement activities for the better work environment.
- ❖ Provide leadership and implementation services on all certification requirements in the facility (GOTS, OKEO TEX, SA8000, BCI, and others ..)
- ❖ Handling Legal matters and statutory compliances (Factory License, plan approval, Sanitary, Stability, Fire NOC, PF, ESIC, IF & Labour Office).
- ❖ Handling Contract Workers (Weekly & Monthly- pay)
- ❖ Conducted employee satisfaction surveys and provided feedback to management.

Achievement

- Recruitment achievements:
 - ❖ Successfully recruited and onboarded 100 new employees within a 2-month period, meeting the company's staffing needs and ensuring a smooth transition for new hires.
- Employee relations achievements:
 - ❖ Developed and implemented a new employee recognition program that resulted in a 30% increase in employee engagement and morale.
- Performance management achievements:
 - ❖ Implemented a new performance management system that increased employee productivity by 15% and reduced turnover by 5%.
 - ❖ Conducted a comprehensive training needs assessment and developed and implemented a training program that resulted in a 50% increase in employee skills and competencies.
- HR policies and procedures achievements:
 - ❖ Developed and implemented a new HR policy on telecommuting that resulted in a 40% increase in employee satisfaction and productivity.
- Training and development achievements:
 - ❖ Designed and delivered a leadership development program that resulted in a 25% increase in leadership effectiveness and a 20% increase in employee engagement.

Highlights:

- ❑ Led the team of compliance to achieved A grade for brand technical audit & B grade for social compliance audit period of 2018 - 2022.
- ❑ Handled the new major brands (Decathlon, M&S, Next,Primark, caree four) social and technical audits successfully done in the period of 2018 – 2024.