

## **HR Business Partner (HRBP) – VST Tillers Tractors Ltd.**

**Experience: 8–12 years**

**Location: Mahadevapura , Bangalore**

**Department: Human Resources**

### **About the Role**

The HR Business Partner at **VST Tillers Tractors Ltd.** will work closely with functional and plant leadership teams to drive HR strategies that support manufacturing excellence, people productivity, compliance, and employee engagement. The role focuses on strengthening workforce capability, supporting performance culture, and ensuring smooth HR operations in line with VST's values and business goals.

### **Key Responsibilities**

#### **1. Business & Workforce Partnership**

- Collaborate with plant/function heads to understand manpower requirements, skill needs, and productivity goals.
- Support organizational development initiatives aligned with VST's growth and transformation plans.
- Provide data-driven insights on workforce trends, productivity, and people risks.

#### **2. Performance Management**

- Drive the performance cycle across functions/plant teams—goal setting, mid-year review, annual appraisal.
- Coach supervisors and managers to handle performance discussions effectively.
- Identify high performers and support leadership/technical succession planning specific to manufacturing roles.

#### **3. Employee Engagement & Culture**

- Plan and execute engagement initiatives for staff and workmen at the plant/function.

- Conduct regular discussions, skip levels, and connect forums to understand employee morale and feedback.
- Promote VST's culture pillars—ownership, quality, safety, and continuous improvement.

#### **4. Employee Relations & Industrial Discipline**

- Manage employee grievances (staff & workmen) and ensure timely resolution.
- Support disciplinary processes, incident management, and ensure adherence to standing orders and company policies.
- Maintain healthy relations with workmen and ensure smooth shopfloor operations.

#### **5. Statutory Compliance & Labor Law Management**

- Ensure full compliance with labor laws applicable to manufacturing environments (Factories Act, CLRA, Minimum Wages, etc.).
- Coordinate audits, maintain statutory registers, and ensure contractor compliance.
- Support liaison with external authorities whenever required.

#### **6. Learning & Development**

- Identify capability gaps in technical and behavioral competencies for plant & corporate employees.
- Coordinate skill development, Kaizen training, safety training, and other plant-specific programs.
- Track training effectiveness and maintain MIS as per audit standards.

#### **7. Compensation, Benefits & HR Operations**

- Support annual increments, promotions, and workforce compensation reviews.
- Maintain employee records, attendance systems, and leave management.
- Manage incentive programs, reward & recognition at plant/function level.

#### **8. HR Reporting & Analytics**

- Prepare HR dashboards covering attrition, overtime, productivity, engagement, and compliance KPIs.
- Present monthly HR insights to leadership and recommend proactive interventions.

**Required Skills & Competencies**

- Strong knowledge of HR operations in manufacturing sector.
- Understanding of plant HR, workforce management, and statutory requirements.
- Excellent communication, stakeholder handling, and negotiation skills.
- Ability to manage shopfloor challenges and maintain employee discipline.
- Analytical mindset with strong problem-solving ability.

**Education**

- MBA/MSW in HR or equivalent qualification.