

Position	HR Business Partner
Company	VST Tillers Tractors Limited
Location	Hosur, Bangalore
Reporting Relationship	Sr General Manager HR/IR
Website	https://www.vsttractors.com/
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VST Tillers Tractors Ltd (VTTL) - A Leading Force in Indian Agriculture

VST Tillers Tractors Ltd (VTTL) is a household name in Indian agriculture, a legacy brand established in 1967 and part of the well-respected VST Group, founded in 1911. As a publicly traded company, VTTL is committed to transparency and accountability.

Market Leadership and Innovation:

VTTL holds a dominant position in the power tiller segment and enjoys a strong presence in the 4WD compact tractor market, boasting a 75% market share for power tillers in India. Driven by a passion for innovation, VTTL consistently develops and manufactures high-quality agricultural equipment designed for Indian farms. Their machines, built with robust materials and advanced engineering, ensure reliability, minimal maintenance, and consistent performance across diverse agricultural landscapes.

Extensive Product Portfolio:

VTTL offers a comprehensive range of agricultural equipment catering to the needs of small and medium-scale farmers. Their product line includes tractors, power tillers, diesel engines, and other essential farm implements. Their offerings cover a power range of 2 HP to 50 HP, catering to various farming applications. Notably, VTTL is a pioneer in the 4WD compact tractor segment, offering manoeuvrability and power for demanding tasks.

Strong Nationwide Presence:

VTTL has a robust national presence with three manufacturing units strategically located across India. They have established a vast network of over 1,200+ dealers, 6,200+ retailers, and 85 spare parts distributors to ensure easy access to their products and services for farmers throughout the country.

Global Recognition:

VTTL's success extends beyond Indian borders. They have established a strong international presence, exporting their equipment to over 40 countries across Europe (EU - 17 countries, brand name VST FieldTrac), Africa (19 countries), Latin America (4 countries), and Asia (3 countries). This global reach signifies the trust and value their products hold in the international agricultural market.

Core Values:

VTTL operates with a set of core values that guide their business practices and interactions:

- **Customer Centricity:** Making every interaction with farmers valuable and meaningful.
- **Integrity:** Upholding ethical conduct in all business dealings.
- **Synergy:** Building a collaborative environment for collective success.
- **Speed:** Embracing agility and responsiveness to market demands.
- **Stretch:** Continuously striving for improvement and exceeding expectations.
- **Go Green:** Promoting sustainable practices and environmental responsibility within the agricultural sector.

VTTL's commitment to quality, innovation, and farmer-centricity has solidified their position as a leading force in Indian agriculture. Their dedication to ethical practices and environmental responsibility further strengthens their reputation as a responsible and sustainable company.

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

Experience: 8–14 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, workforce productivity, compliance, and employee engagement. The role focuses on strengthening workforce capability, building a performance-driven culture, and ensuring smooth HR operations aligned with VST's business goals and values.

Key Responsibilities

1. Business & Workforce Partnership

- Collaborate with plant/function heads to understand manpower requirements, skill gaps, and productivity goals.
- Support organizational development initiatives aligned with VST's growth and transformation roadmap.
- Provide data-driven insights on workforce trends, manpower planning, productivity, and people-related risks.
- Serve as a trusted advisor to leaders on people strategy, organizational structure, and workforce alignment.

2. Performance Management

- Lead the performance cycle—goal setting, mid-year reviews, annual appraisals.
- Coach managers and supervisors to conduct effective performance discussions.
- Identify top talent and support succession planning for critical manufacturing and technical roles.
- Strengthen a culture of continuous feedback and high performance.

3. Employee Engagement & Culture Building

- Plan and execute plant/function-level engagement activities for staff and workmen.
- Conduct skip-level meetings, connect forums, and feedback sessions to strengthen employee morale.
- Promote VST's culture pillars—ownership, quality, safety, and continuous improvement.
- Drive initiatives that enhance workplace satisfaction, teamwork, and communication.

4. Learning & Development

- Identify capability gaps in behavioral, leadership, and technical competencies.
- Coordinate technical training, skill development, Kaizen, and safety programs for plant and office employees.
- Track training effectiveness, maintain L&D MIS, and ensure compliance with audit standards.
- Support leadership development and career progression initiatives.

5. HR Reporting & Analytics

- Prepare HR dashboards covering attrition, productivity, overtime, engagement scores, and compliance KPIs.
- Present monthly HR insights to leadership with proactive recommendations.
- Use analytics to identify workforce risks, absenteeism trends, and improvement opportunities.

6. Strategic HR Partnership

- Partner with business leaders on people strategy, workforce optimization, and organization design.
- Lead HR interventions supporting automation, digitization, lean practices, and business transformation.
- Drive change management initiatives for new systems, organizational shifts, and process improvements.

7. Organization Development & Capability Building

- Conduct organizational structure reviews and role clarity workshops.
- Implement competency frameworks and support role-based development programs.
- Promote cross-functional mobility and internal career progression.

8. Talent Management & Succession Planning

- Drive Individual Development Plans (IDPs) for high-potential employees.
- Collaborate with leadership to build technical and leadership succession plans.

9. Leadership Coaching & Manager Enablement

- Coach managers on team handling, conflict resolution, and people management.
- Build managerial capability in supervision, performance conversations, and employee communication.

Required Skills & Competencies

- Strong HRBP experience in manufacturing/automotive sector.
- Good knowledge of Plant HR, labor laws, statutory compliance, and shopfloor workforce management.
- Experience in employee relations, grievance handling, and disciplinary processes.
- Strong communication, stakeholder management, and negotiation skills.
- Analytical mindset with experience in HR dashboards and HRIS tools.
- Ability to manage workforce issues with assertiveness and empathy.
- Exposure to performance management, L&D, and capability building.
- Experience supporting change management, digitization, and HR process improvements.

Educational Qualification

- MBA/MSW in Human Resources or equivalent degree.