

Position	HR Business Partner
Company	VST Tillers Tractors Limited
Location	Bangalore
Reporting Relationship	Assistant General Manager - HRBP
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: 8–12 years

Location: Mahadevapura, Bangalore

Department: Human Resources

About the Role

The HR Business Partner at VST Tillers Tractors Ltd. will partner closely with business and plant leadership to drive organizational effectiveness, workforce capability, and a high-performance culture. The role will have a strong focus on Organizational Development (OD) initiatives, followed by Learning & Development (L&D), along with core HRBP responsibilities to support business growth, transformation, and operational excellence.

Key Responsibilities

1. Organizational Development (Primary Focus)

- Lead organization design initiatives including structure review, role clarity, and span of control optimization.
- Drive implementation of competency frameworks and role-based capability models.
- Facilitate culture transformation initiatives aligned with VST's values—ownership, quality, safety, and continuous improvement.

- Conduct organizational diagnostics (surveys, assessments) and recommend OD interventions.
- Design and implement frameworks for performance culture, employee effectiveness, and team productivity.
- Enable leadership development through OD interventions such as assessment centers, talent reviews, and leadership workshops.

2. Learning & Development (Secondary Focus)

- Identify capability gaps across behavioral, leadership, and technical competencies.
- Design and deploy structured learning journeys, including leadership development programs.
- Drive training need analysis (TNA), annual training calendars, and learning roadmaps.
- Promote capability-building initiatives such as Kaizen, Lean, and safety programs.
- Measure training effectiveness using KPIs and continuous improvement mechanisms.
- Ensure compliance with statutory and audit-related training requirements.

3. Business & Workforce Partnership

- Partner with business leaders to understand manpower needs, productivity goals, and workforce challenges.
- Provide insights on manpower planning, workforce trends, and organizational risks.
- Act as a trusted advisor on people strategy and workforce alignment.

4. Performance Management

- Drive end-to-end performance management processes (goal setting, reviews, appraisals).
- Coach managers on performance conversations and feedback culture.
- Support talent identification and succession planning.

5. Employee Engagement & Culture Building

- Drive engagement initiatives, feedback forums, and employee connect programs.
- Conduct skip-level meetings and action planning based on employee feedback.
- Strengthen workplace culture and employee experience.

6. HR Analytics & Strategic HR Initiatives

- Develop HR dashboards covering attrition, productivity, and engagement metrics.
- Use analytics to identify workforce risks and improvement areas.
- Support transformation initiatives including digitization and change management.

7. Talent Management & Leadership Enablement

- Drive Individual Development Plans (IDPs) for high-potential employees.
- Support succession planning for critical roles.
- Coach managers on team management, conflict resolution, and people leadership.

Required Skills & Competencies

- Strong experience as an HRBP in manufacturing/automotive industry.
- Deep expertise in Organizational Development (organization design, competency mapping, culture transformation).
- Strong exposure to Learning & Development frameworks (TNA, leadership development, training effectiveness).
- Experience in performance management, talent management, and employee engagement.
- Strong stakeholder management, influencing, and communication skills.
- Analytical mindset with experience in HR dashboards and HRIS systems.
- Ability to drive change management and transformation initiatives.

Educational Qualification

- MBA/MSW in Human Resources or equivalent.
- Certifications in Organizational Development / Learning & Development preferred.
- Exposure to competency frameworks, psychometric tools, or assessment centers is an added advantage.