



## Vilas Bhujang

---

Over more than 35 years of experience in HR/IR, Headed as Executive Director (HR) a multi locational Pan-India CPSE , Airports Authority Of India(AAI).After superannuation in Dec.2014 worked as HR Consultant for AAI (12 months ) ,MMTC (6months), Pawan Hans Ltd. (3 months),NSIC Ltd.(15 months)and with NPCC Ltd (8 months ).All these are multilocal A/ B Schedule CPSEs at Delhi/ Gurugram. Independently conducted TEN training workshops in Delhi and Mumbai for Sr.HR executives (around 100) of Private Sectors. Regularly associated in various training programmes as trainer at SCOPE, AIMA, Jaipuria Institute, EDCIL, RCF, NFL and employees of AAI at Indian Aviation Academy. Conducted 5 day residential training for 19 CPSE (25 executives) at Aurangabad of NPC/DPE. Offered consultancy in Organisation Structure, Manpower requirement etc.to newly formed Indian Aviation Academy, New Delhi. Associated as HR specialist in selection of Executive Director, General Manager, Sr.Mgr.in CPSES like :EDCIL, NSIC, PEC, NSIC, AAI, NPCC etc.

### Core Competencies

Effective & Successful Negotiations with Trade Unions as well as outside agencies, Handling Industrial Disputes effectively to maintain Harmony & Peace in the Organizations (15 years in Fertilizer/Chemicals Sector and 18 years in Aviation Sector) well versed with Human Resource Management, HR Initiatives, and Personnel Policy Formulation etc. Having Strong analytical & interpersonal skills proved to be an asset at the sensitive period of merger, restructuring of Delhi/Mumbai Airports. Policy planning and execution of strategic Corporate Social Responsibility (CSR) and Sustainability programmes.

### Work Experience

---

**Airports Authority of India (PSE) – Executive Director (HR)- (25.01.2011-31.12.2014)**-Overall in-charge of HR functions at Corporate Headquarters in Delhi till Superannuation (31<sup>ST</sup> Dec 2014), worked as HR consultant with AAI for one year. The AAI manages 125 Airports throughout the country with 18000 employees. Joined Airports Authority of India (AAI), Operational Offices, Rangpuri, and New Delhi as Dy. General Manager (Personnel) W.E.F 04.04.1996 and promoted as Adl. Gen. Mgr, General Mgr and Executive Director.

Associated in formulation of Personnel Policies, Implementation of Employees Pension Scheme, Management of Contract Labour, PIO (Alternate), Member of CPF & Gratuity Trusts, Social Security Schemes, Visiting Faculty at Training Institute, Wage Negotiating Committees. New Performance Management system. Represented AAI to outside Authorities etc.

### Professional Achievements

- Introduced unique Pension Scheme under Employees' Pension Scheme 1995 with Pensionary benefits on actual salary with the option from the employees from Employees' Provident Fund Organisation in AAI (for 19000 employees) from 2007 onwards.
- Successfully handled and dealt with Union during restructuring of Mumbai/Delhi Airports and negotiated 3 Long Term Settlement (LTS) with Union in AAI.
- Implementation of various social security measures and other schemes relating to Productivity Incentive Schemes in AAI.
- Dealing with Union & Officers Association at the merger of AAI and formulation of Personnel Policies in unified AAI.
- Represented AAI at various outside Agencies/Committees/Councils successfully

- Consistently secured excellent rating in CSR performance in the MoU signed between AAI and GoI. Secured Golden peacock award 2012, Times of India-teflas CSR award 2012 and Asia's best CSR practice award 2013 for AAI.

## **Rashtriya Chemicals & Fertilizers Ltd. (RCF Ltd), Mumbai – Dy. Manager (Personnel) – (1981–1996)**

- Joined as **Management Trainee (Personnel)** w.e.f. 05.03.1981 for a period of 18 months. Promoted as Asst. Personnel Officer, Personnel Officer, Asst. Personnel Manager and Dy. Personnel Mgr.

### **Professional Achievements**

- Handled IR at Trombay Unit successfully for five years and signed an LTS with the Union
- Introduced outsourcing of Industrial Canteen at Trombay Factory & successfully redeployed the manpower engaged in Canteen
- Introduced the schemes to the dependants of the deceased employees in lieu of jobs in RCF
- Contributed in Establishment and Development of HR Department at a new manufacturing unit at Thal

## **Professional/Academic Qualifications**

---

### **Professional**

- Master of Labour Studies (M.L.S.) full-time 2 years Post Graduate Degree of BOMBAY University of Maharashtra Institute of Labour Studies (MILS), Mumbai – 1980.
- Post Graduate Diploma in Labour Management (Marathwada University) 2<sup>nd</sup> in order of University Merit – 1978

### **Academic**

- Bachelor of Science (B.Sc.), Aurangabad – 1977

### **Training**

- World Congress in Personnel Management, Sydney, Australia in 1988
  - Aviation Management Course in IIM, Ahmedabad in 2011
  - International Congress of International Institute of Administrative Science (IIAS) at Lausanne, Switzerland in 2012
-