

PROFILE OF
DR.P.R.NAIDU.



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EXPERIENCE:

Joined in National Aluminium Co Ltd in the year 1983 and worked in Administration up to 1998 and shifted to Human Resource Development Department and presently in the position of HR Officer(HRD) and discharged all types of activities in the area of HR and administration.

He became Employee Leader in the year 2008 and rendered service for a period of a decade and initiated a lot of changes in the leadership of groups in the organization. His thoughts & thinking beyond self and its implementation are well appreciated by all employees in the organization. His presentations either theme presentations, paper presentations or presentations of employee problems on welfare before managements are well accepted by all.

Some of the areas he was expertised in facilitating the services of hospitality, management of security services, management of guest houses, travel arrangements, liaisoning with local agencies and state government.

Some of the areas exposed in dealing with the Establishment activities, organizing training programmes to ensure training to develop employees, addressing performance issues and communicating performance expectations to employees, statutory compliance, building work culture & ensuring discipline and other IR related activities. Experienced in dealing with contract labour administration and

other welfare activities, attending arbitration cases and other legal matters from time to time. Often he use to take classes on different subjects at APHRDI, Andhra University & Social welfare college students in Visakhapatnam.

Educational Qualification :

Doctor in Philosophy (HRM) 1st Class 2012.

***Andhra University,
Visakhapatnam.***

M.Phil (Human Resource Management) 1st Class 2004

***Andhra University,
Visakhapatnam***

PGDPM (Eqv. to MBA) Second Class 2000

***National Institute of Personnel Management,
Kolkatta***

***Bachelor of Law 1994
Andhra University,
Visakhapatnam.***

Specialized trainings :

Attended various training programmes on Human Resource Management, and other related subjects conducted by Association of Indian Management schools(AIMS), NIPM, ISTD, National HRD Network, ITMS, Initiatives for change, Panchaghani, Pune.

Achievements & Awards :

Awarded 1st Prize in HRD Meet 98 held at NALCO, Bhubaneswar for best paper presentation by Director (P&A), NALCO.

Awarded 1st Prize in HRD Meet 2000 held in HRD Excellence, Bhubaneswar for best theme paper Presentation by CMD, NALCO.

Have over 5 paper presentations and some of them are on Change Management, Re-engineering HRM, and Employer expectations from HR , humanizing HR , presented in National Conventions and 25 publications to his credit in various National and Professional business magazines.

Professional Association :

Life Member, NIPM, Kolkatta,

Life Member and Executive Member, National HRD Network, Visakha Chapter.

ATTENDED TRAINING PROGRAMMES, WORKSHOPS, NATIONAL CONVENTIONS AND CONFERENCES.

- 1. Attended a training programme on “Creative Leadership for Industry and National Development” at Asia Plateau, Panchagani, Moral Re-armament Centre, Pune from 31.01.1991 to 20.01.1991.*
- 2. A training programme was attended on the topic “Total Quality Management” at Green Park organized by NALCO, TQM department on 16.08.1997.*
- 3. Attended a training programme on “Supervisory Development programme” at HRD excellence, NALCO, Damanjodi.*
- 4. A training programme was attended on the topic “Effective Office Management” organized by ITMS, New Delhi from 03.09.1997 to 05.09.1997 at New Delhi.*

5. *Attended a National Conference on the topic “**HRM for competitiveness**” organized by Indian Society for Training and Development (ISTD) and National Institute of Personnel Management (NIPM) and Andhra University, Visakhapatnam at Dolphin Hotel from 24.06.1997 to 25.06.1997.*
6. *Attended a Work shop on “**Contract Labour**” at Park Hotel organized by ICWA, Visakhapatnam Chapter, on 19.09.1998.*
7. *Attended a Regional Conference on the subject “**Industrial Relations for the New Millennium**” organized by NIPM, at Green Park, from 1.2.1999 to 2.2.1999 at Visakhapatnam.*
8. *Attended a National Convention on “**WTO & Competitiveness, Challenges and Opportunities**” organized by Association of Indian Management Schools, (AIMS) and Andhra University from 23.08.2001 to 27.08.2001 at Visakhapatnam Steel Plant.*
9. *Attended a training programme on “**Enhancing Office Productivity**” organized by National Productivity Council in collaboration with NALCO, BBSR from 24.09.2001 to 26.09.2001.*
10. *Attended a National Convention on the subject “**Managing the Ever-changing Organization**” organized by ISTD, Hyderabad from 17.01.2002 to 19.01.2002 at Hotel Taj Krishna, Hyderabad.*

Paper Presentations :

1. *A Paper Presentation was made on the theme “**Culture Building-Strategies for improving Work Culture**” during HRD Meet organized by NALCO, at Bhubaneswar. More than 300 organizations both in private and public Sector were participated in the meet in the year 1998.*
2. *A Paper presentation was made on the subject “**Humanizing HR**” during the HRD Meet, 2000 organized by NALCO. More than 200 organizations were participated in the meet in the year 2000.*
3. *A Paper presentation was made on the subject “**Re-engineering HRM**” in the National convention of NIPM, held at Bhubaneswar in the year 2000.*
4. *A paper presentation was made on the subject “**WTO & Competitiveness - Indian Industry Response**” organized by AIMS, and Andhra University, Visakhapatnam in the National Convention from 25.08.2001 to 28.08.2001.*
5. *A Paper Presentation was made on the subject “**Managing the Ever-changing Organization – A perfect way to sustain competitiveness**” organized by ISTD, Hyderabad in the national convention from 17.01.2002 to 19.01.2002.*

PUBLICATIONS:

1. *All the above 5 papers were published in the national magazines of the respective professional bodies.*
2. *An Article “**Ego Psychosis –An area of darkness**” was published in National HRD Network, News letter dated April, 2002.*
3. *An Article “**Contract Labour – Death in Daylight – An introspection**” was*

published in National HRD Network, dated February, 2002.

4. *An Article “Managing Minds for Business Excellence with reference to NALCO” was published in National HRD Network, dated May, 2006.*
5. *An Article “HR: The recruiting trends – An Industry and Academic interface” was published in the National HRD Network, dated July, 2006.*
6. *An Article “Change Master’s Odyssey – Leading Change” was published in the National HRD Network, dated September, 2006.*
7. *An Article “Best Practices to become world class” was published in National HRD Network, dated October, 2006.*
8. *An Article “Stress and Strain – Balancing the work life” was published in National HRD Network, dated June, 2007.*
9. *An Article “Thamasoma Jyothirgamaya – Lead me unto light” was published in National HRD Network, dated July, 2007.*

RESEARCH STUDY:

1. *A Dissertation was submitted to Bhavan’s Vidyabhavan, Bombay and the study was “Industrial Relations in HPCL, Visakhapatnam.*
2. *A Research dissertation was submitted in the subject “Human Resource Management for global competitiveness” in particular reference to National Aluminium Co Ltd”, to NIPM, Kolkatta.*

3. *A Research dissertation was submitted to Andhra University, Visakhapatnam and the subject was **“Building Business by Managing Teams -A case study of Apollo Hospitals, Visakhapatnam”**.*

4. *A Research study was submitted to Andhra University, Visakhapatnam and the subject was on **“The Competitive Advantage – How HRM deliveries add value for corporate excellence in Aluminium Industry – A case study of National Aluminium Company Ltd”**.*