

Organization:	Ingersoll Rand
Position:	HR Generalist
Location:	Gurgaon
Experience:	6-9 years
Key Responsibilities:	
	<p>Functions as HR Strategic Generalist providing HR counsel to business management teams, responsible for support in execution of HR strategies and programs that support business and corporate goals</p> <p>Engages in overall talent practices including workforce planning. Success profiling. on -boarding. talent development and management, retention, and engagement programs</p> <p>Coaches and counsels managers on talent management practices addressing questions and helping them navigate the process through the use of internal Performance Management System</p> <p>Partners with talent acquisition and hiring managers in recruiting. interviewing, hiring, and on boarding employees, provides tools resources to new employees on culture, company, and groups</p> <p>Gathers. Analyses, and interprets HR related data for report generation and management decision making. links HR action plans with business needs</p> <p>Creates positive change through coaching. counselling, and influencing skills</p> <p>Monitors employee climate to identify issues/trends; counsel managers on identifying issues and implementing corrective actions, while also seeing opportunities to increase engagement</p> <p>Facilitates talent stewardship through communication and training on HR practices and processes</p> <p>Works with legal and managers in matters of termination of employees: addresses employee relations issues, such as allegations. Complaints or other concerns brought up from employees</p> <p>Demonstrates awareness of the cross-cultural impact of HR processes coaches managers on the positive impact of a progressive, diverse, and inclusive work environment</p> <p>Learns and applies knowledge of customer and business matters and links to role in HR</p> <p>Regularly participates in business discussions and decisions with managers</p> <p>Acts as employee advocate through effective labour and employee relations</p> <p>Facilitates conflict resolution activities and assists supervisors and managers through negotiations</p> <p>Works with local management team to develop and implement engagement and retention plans</p>
Contact:	Interested applicants may send their updated resumes to shraddha.dave@irco.com