

**NPC Consultant Professional Profile**

**I. Personal Information**

**Name:** Dr. B. Hemant Kumar Rao

**Date of Birth:** 24th May 1977

**Current Position & Domain:** Regional Director, Human Resources Management

**Office Location:** Regional Directorate – Hyderabad

**Languages:** English (Read-Write-Speak), Hindi (Read-Write-Speak), Telugu (Speak)

**Contact:** hemant.rao@npcindia.gov.in; 040 – 2473 3473



**II. Professional Summary**

Dr. Rao has an Advanced Study in HR on Productivity Gains and Industry 4.0 (Tokyo), a PhD in Management, an MPhil in Management, Masters in Personnel Management, a bachelor's in industrial relations & Personnel Management, and a PG Diploma in Labour Law. He has 23 years of experience as a trainer, consultant and in corporate. Dr. Rao undertook 150 consultancy assignments on Organisational Restructuring and Strengthening, Competency Mapping, Role Profiling, Mentoring, Cadre Review, Promotional Policies, HR Manual, HR – Benchmarking, Implementing Quality Circles, Career Planning, Succession Planning, Job Enrichment, Employee Satisfaction Survey, Organization Culture Building Initiatives, Competency based PMS, Man productivity study & Man Power Planning, Impact Evaluation Study, OSHAS 18000, ISO 9001:2008, PLIS, PMS, MMPO Audits, job evaluation, Recruitment of group A etc, and has conducted more than 150 in house and 50 self-run training programs for more than 150 organizations and trained nearly 5500 executives with almost 3000 hours of training to his credit from various Ministries, CPSU'S, MNC'S, SPSU'S, and other private organizations.

**III. Areas of Expertise**

**Primary Domains:** Human Resource Management, Organization Behaviour, Industrial Relations, Labour Laws.

**Specialized Skills:** Competency Mapping, Role Profiling, Organizational Restructuring, Organizational Culture Building Initiatives, Outbound Activities.

**Industry Focus:** Central Public Sector Undertakings, State Public Sector Undertakings, Ministries (Central & State), Private Sector.

**IV. Professional Experience**

**Current Position:** Regional Director, Director G-I

**Organisation:** National Productivity Council, Hyderabad

**Duration:** June'2019 – Present

**Key Responsibilities:**

- Strategic role in productivity enhancement :
  - ❖ Persuading MoUs with Central Government Offices/State Governments/Central PSUs, /state PSUs/ Defense establishments etc. through visits, meetings and interactive presentations.
  - ❖ To be instrumental in all activities conducted by RD from time to time in a Grandiose manner to make its impact felt by all the stakeholders.
  - ❖ Exercising and administering Administrative and financial duties and powers.
  - ❖ Delivering frequent talks as Specialist Speaker, Chief Guest, Honored Guest Speaker– these forums were used diligently to nurture, develop and convert audience to clients and business givers.
  - ❖ To create an environment of clean competitive “work culture” – where timely delivery of high quality, client satisfaction and self-satisfaction are norms ingrained as part of work culture and to ensure that NPC’s image retains pride of place, always, amongst our esteemed clientele.
- Specific areas of consultation /expertise: Competency Mapping, Role Profiling, Organizational Restructuring, Organizational Culture Building Initiatives, Outbound Activities, Manpower Planning, Succession Planning etc.
- Leadership and team management aspects: Leading in human resources knowledge specific areas, working and associating with all the verticals at RD, Hyderabad like Energy, Industrial engineering, Environment and Climate Action groups. Assessing client requirements and offer proposals accordingly and continuous monitoring of progress and to organize self and team to ensure that NPC’s image retains its pride of place always among our esteemed clients.
- Key projects and initiatives led: Competency Mapping, Mentoring, HR Manual, HR – Benchmarking, Employee Suggestion Scheme, Implementing Quality Circles, Career Planning, Succession Planning, Job Enrichment, Employee Satisfaction Survey, Organization Culture Building Initiatives, Outbound Activities, Human Resources planning, Industry 4.0 etc.

**Previous Position:** Lecturer **Organisation:** Institute of Management Education, Sahibabad, Uttar Pradesh **Duration:** 1<sup>st</sup> July to 15<sup>th</sup> December 2005

**Key Responsibilities:** Delivering lectures and lessons, preparing course materials and evaluating students performance through examinations, assignments and other assessments.

Conducting research in Human Resource management areas of expertise, publishing academic articles and books and presenting their findings at conferences.

**Previous Position: Lecturer (Management Discipline)**

**Organisation:** IITM, GGSIPU, New delhi **Duration:** 19<sup>th</sup> July 2004 to 30<sup>th</sup> June 2005

**Key Responsibilities:** Delivering lectures and lessons, preparing course materials and evaluating students performance through examinations, assignments and other assessments. Conducting research in Human Resource management areas of expertise, publishing academic articles and books and presenting their findings at conferences.

**Previous Position:** Asst. Personnel Officer,

**Organisation:** Slipco Constructions Pvt. Ltd, New Delhi **Duration:** 1<sup>st</sup> June 2022- 18<sup>th</sup> July 2024

**Key Responsibilities:** The key responsibilities include Recruitment, Training, Grievance Handling and looking after all the welfare facilities of the employees of the organisation.

**V. Major Project Experience in NPC [For each significant project, include:]**

**Project Title:** Role Profiling and Competency Mapping in Goa Shipyard Ltd and Numaligarh Refinery Ltd.

**Client Name:** GSL and NRL **Type:** CPSU **Sector:** Shipping and Oil Refinery

**Role:** Team Leader (Dy. Director)

**Duration:** Two Years

**Problem Definition:** To do competency mapping and role profiling for 500 employees and 500 positions

**Recommendations Made:** A detailed Individual development plan was developed for all the positions across the organisation to enable all the officers to bridge the identified gap through the assessment development centres and almost 500 JD's were created. The total booklet which was created is now used as a HR bible specially for recruitment and promotions for all the posts from staff to all officers in the organisations. The HR manuals and culture assessment developed is still carried out based on the recommendations provided by my team.

**VI. Educational Background**

**Highest Degree:**

- **Degree:** PhD
- **Institution:** Osmania University **Type:** Part Time
- **Year:** 2016
- **Specialization:** Human Resource Management (Management)

**Additional Professional Qualifications:**

- Advanced study in HR on Productivity Gains, APO, Tokyo, Japan
- Industry 4.0, APO, Tokyo, Japan
- M.Phil. (Labour Studies) Madurai Kamraj University
- Masters in Personnel Management, University of Pune
- Bachelors in Industrial Relations & Personnel Management, University of Delhi
- University Grants Commission's National Eligibility Test for Lectureship
- Post Graduate Diploma in Labour Law, Indian Law Institute, Hon. Supreme Court of India.
- Certified ISO 9001: 2000 (Lead Assessor)

## **PROFESSIONAL MEMBERSHIPS**

- Indian Society for Training and Development
- HRD Network,

## **SPECIALIZED TRAINING**

- Neuro Linguistic Programming (NLP),
- Prevention of Sexual Harassment 2013 (POSH)

## **VII. Research and Publications**

### **Recent Publications:**

- Productivity Enhancement through Applications of Industry 4.0, - Economic Challenger: Issue 84, July-September 2019.
- Impact of HR Analytics on Corporate World: A Futuristic Perspective, volume-I, (ETiBC-2018) ISBN: 978-93-85101-21-2, Department of MBA, Narayana Engineering college, Nellore, Paramount Publishing House, pp 288-299, 2018.
- "Evaluating Training Effectiveness in CPSU's in India" - SAMAROH, Two Days International Conference on 'Business Competitiveness - Perspectives, Challenges and Strategies, February 11-12, 2015. Siva Sivani Institute of Management, Secunderabad, ISBN: 978-81-8424-974-3, allied publishers' private ltd, pp 222-229, 2015.
- "Mentoring A New Strategy for Retention: A Case Study"- Sreenidhi Journal of Management –ISSN 2278-2354, Vol. III, Number 2, July- December 2014, Bi- Annual, pp 88-94, 2014.
- Fair Distribution of Productivity Gains among Stakeholders, Japan Productivity Centre for Socio Economic Development, (JPC-SED), 19- 23 January, Tokyo, 2009.
- "Changing Role of HR" – Synthesis - The Journal of BLS Institute of Management, Mohan Nagar, Ghaziabad, January – June, volume 4, No.1, ISSN 0973-2357, pp 49-55, 2007.

### **Speaking Engagements:**

- Sharing of Productivity Gains, Country Paper, APO, 2008
- Industry 4.0, Country Paper, APO, 2018

## **Awards and Recognition**

- ❖ "Sphoorthy- you are an inspiration" award at the "IKON Mahatma Memorial AWARDS", October 2021.
- ❖ "HR Chanakya of the Year"- International Knowledge and Opportunities Network – IKON - 2018 for Best HR Professional Award.
- ❖ 'Finalist' in the category of "HR Business Partner Award" – NIPM National HR Excellence Award – 2018 by NIPM- National Institute of Personnel Management.
- ❖ 'Best Performance Award 2012-13'- National Productivity Council, Regional Directorate, Hyderabad.

## **Certification:**

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that I shall be responsible for any willful misstatement described herein.

Date: 10.02.2025

Place: Hyderabad



[Dr. B. Hemant Kumar Rao]

## **Profile Update History**

Last Updated: [10.02.2025]

Next Review Due: [10.08.2025]