NPC Consultant Professional Profile

I. <u>Personal Information</u>

Name: Mohammed Samdani Shaik Date of Birth: 04 May 1986 Current Position & Domain: Deputy Director, Human Resource Management Office Location: New Delhi Languages: English, Hindi, Telugu Contact: samdani.sm@npcindia.gov.in, +91-9962609279



II. <u>Professional Summary</u>

Experienced management consultant with demonstrated experience in creating value for clients of diverse sectors. My consulting exposure covers a wide client base spanning across manufacturing and service sectors. I'm skilled at using first principles and problem-solving approach to develop solutions that focus on enhancing productivity and profitability of clients. I've displayed effective communication skills, both written and verbal, and was able to build strong relationships with our clients. My curiosity to learn and proactivity helped me to take up new projects which brought value to our clients as well as NPC.

III. Areas of Expertise

Primary Domains: Industrial engineering, Organization restructuring, Monitoring & Evaluation, Smart manufacturing, Understanding business requirements

Specialized Skills: Development of time standards, Work study, Manpower assessment, Process improvement, Internet of Things, Solution architecture,

Industry Focus: Defence manufacturing, Railways manufacturing, Earth movers manufacturing, Coal, Power generation, Steel, Healthcare, Police

IV. <u>Professional Experience</u>

Position: Deputy Director, Human Resource Management Organisation: National Productivity Council, New Delhi Key Responsibilities:

Duration: March 2023 – Present

- Carrying out consulting assignments
- Business development by identifying potential business opportunities and submitting proposals
- Carrying out various activities as per the business requirements of NPC
- Key projects handled: Work study on manpower planning and cadre review of Delhi Police

Position: Assistant Director, Industrial Engineering **Organisation:** National Productivity Council, Chennai **Key Responsibilities:**

Duration: October 2015 – February 2023

- Carrying out consulting assignments
- Undertaking and organizing training programs
- Business development by identifying potential business opportunities and submitting proposals

- Carrying out various activities as per the business requirements of NPC
- Key projects handled: Manpower study for SAIL; Work Allocation and Staff Pattern on Scientific Method for TANGEDCO, Tamil Nadu; Production Norms, Group Incentive & Manpower Optimization Study for Wheels India Ltd., Chennai; Manpower Optimization Study for Regional Cancer Centre, Trivandrum; Production norm study for JCB, Pune; Cycle time reduction in furnishing division, ICF Chennai

Position: Junior Manager, Industrial Engineering Organisation: JSW Steel Ltd., Toranagallu, Karnataka Duration: January 2011 – August 2012 Key Responsibilities:

- Improve manpower productivity of the organization
- Manpower planning and developing staffing norms for different user departments
- Preparation of outsourcing budget; monitoring and control of expenses
- Take up productivity improvement projects

V. Major Project Experience in NPC

Project Title: Work study on manpower planning and cadre review

Client Name: Delhi Police Type: Government Sector: Police

Role: Team member

Duration: May 2023 – February 2025

Problem Definition: A study is undertaken to improve the overall efficiency and effectiveness of Delhi Police by covering crucial aspects such as assessing manpower requirements, cadre review, organization structure, training interventions and asset management practices

Recommendations Made: Staffing norms for different verticals, Crime investigation norms, Process changes in different units, Crime investigation monitoring tool, Staff estimation model **Impact Created:**

- The staffing norms have been developed based on which the manpower requirements have been estimated for present as well as future needs
- Development of methodology for creation of new police station
- Projected future crime and staffing requirements for police stations in the year 2030
- Developed and demonstrated IT tools for crime investigation monitoring and staff estimation

Project Title: Manpower Optimization Study

Client Name: Regional Cancer Centre (RCC), Trivandrum **Type:** Government **Sector:** Healthcare **Role:** Team member

Duration: August 2022 – December 2022

Problem Definition: The objective of the study is to arrive at the staffing requirements, for the present and future needs, for all departments of RCC based on the service rendered to patients.

Recommendations Made: Developed norms for various divisions such as Medical oncology, Paediatric oncology, Radiation oncology, Radio diagnosis, Radiation physics and Community oncology

Impact Created:

- Developed norms for the proportion of time spent towards the major responsibilities of the consultants viz., patient care, academics, research and administrative duties.
- Determined norms for the patient care from the historical data of the patient visits
- The staff requirement has been estimated based on the number of patient visits
- The staffing norms can be used by RCC, from time to time, to arrive at the staff requirement of the respective divisions based on the number of outpatient data and other relevant data

Project Title: Production Norms and Manpower Optimization Study

Client Name: Wheels India Ltd. Type: Private Sector: Auto-component (manufacturing)

Role: Team member

Duration: December 2021 – May 2022

Problem Definition: In the context of the technological upgradation of the manufacturing processes, a study is undertaken to review the existing time standards and to optimize the manpower in various lines of the Padi (Chennai) unit.

Recommendations Made: Time standards for different manufacturing lines, Process changes in different lines, Production monitoring system, Staffing norms

Impact Created:

- Highlighted the 15% scope for improvement based on the recommended norms
- Developed a production monitoring system to ensure the production is as per the norms developed

Project Title: Production norm study at Fabrication shop

Client Name: JCB India Ltd., Pune **Type:** Private **Sector:** Automobile manufacturing (Earth movers) **Role:** Team member

Duration: October 2017 – January 2018

Problem Definition: The objective of the study is to improve the productivity of the fabrication shop by developing time standards for different products.

Recommendations Made: Time standards for different products, Standard welding time, Process changes in different workstations

Impact Created:

- Highlighted the 40-80% scope for improvement, for different products, based on the recommended norms
- A comprehensive Productivity Index (PI) is defined to track the performance of the fabrication shop
- Deduced empirical standard welding time based on the time study data
- Suggested measures to optimize the non-welding time

VI. Educational Background

- Degree: Post Graduate Certificate Course in Industrial Engineering
- Institution: Dr. Ambedkar Institute of Productivity, Chennai Type: Full time
- Year: 2010
- Specialization: Industrial Engineering

- **Degree:** Masters in Chemical Engineering (M.Ch.E)
- Institution: Jadavpur University, Kolkata Type: Full time
- Year: 2009
- **Specialization:** Chemical Engineering
- **Degree:** Bachelor of Technology (B.Tech)
- Institution: Jawaharlal Nehru Technological University, Hyderabad Type: Full time
- Year: 2007
- Specialization: Chemical Engineering

Additional Professional Qualifications:

Professional membership

• Senior member, Indian Institution of Industrial Engineering (IIIE), Mumbai

Specialized training

- Underwent IoT training in APO's "Workshop on Internet of Things" at Taipei during 2019
- Underwent Industry 4.0 training at Robert Bosch Engineering India (RBEI), Bengaluru during 2018 IT tools and proficiency
 - QGIS geographic information system software (Basic proficiency)
 - MySQL (Basic proficiency)
 - Softr no-code application development platform (Basic proficiency)

VII. <u>Research and Publications</u>

Recent Publications:

- "A LoRaWAN based Open Source IOT Solution for Monitoring Rural Electrification Policy," 2020 International Conference on COMmunication Systems & NETworkS (COMSNETS), Bengaluru, India, 2020, pp. 888-890, doi: 10.1109/COMSNETS48256.2020.9027490.
- Based on the experience of "APO's demonstration project on application of smart technologies", developed practice manual to serve as a guide for implementing smart manufacturing projects in SMEs of APO member countries.

Speaking Engagements:

• Shared experience of implementing smart manufacturing projects in Indian SMEs at CII's Conference & Exposition on Manufacturing & Digital Excellence in South India (MADE) held at Chennai in 2019

Awards and Recognition

- Granted a patent titled "A remote monitoring system for a stand-alone power generation system and method thereof" in 2024
- Received recognition for the action plan "IoT enabled Smart Policy Evaluation" submitted in the "Workshop on IoT" at Taipei during 2019
- Prime Minister's Doctoral Research Fellow 2014 by Science and Engineering Research Board, Department of Science and Technology, Government of India

• Yatri at Jagriti Yatra 2010 – Jagriti Yatra is a yearly odyssey taken up by the Jagriti Sewa Samsthan with the objective of awakening the spirit of entrepreneurship in the young minds of India.

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: 17 February 2025

Place: New Delhi

Mohammed Samdani Shaik

Profile Update History

Last Updated: February 2025 Next Review February 2026

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