

NPC Consultant Professional Profile

I. Personal Information

Name: Swarupan Das

Date of Birth: 1st Oct 1985

Current Position & Domain: Deputy Director, Industrial Engineering

Office Location: Bengaluru

Languages: English, Bengali, Hindi

Contact: swarupan.das@npcindia.gov.in / 9019883123



II. Professional Summary

Experienced Industrial Engineer with 16 years of expertise in optimizing shop floor operations and job analysis. Skilled in process improvement, lean manufacturing and efficiency enhancement to reduce costs and improve productivity. Adept at time and motion studies, workflow optimization, and implementing best practices. Strong problem-solving abilities with a data-driven approach to decision-making. Passionate about driving operational excellence and continuous improvement in manufacturing and service sectors.

III. Areas of Expertise

Primary Domains: Industrial Engineering, Process Improvement, Operation Excellence, Job Evaluation

Specialized Skills: Shop Floor operations management, Lean Manufacturing, 5S Audits, etc

Industry Focus: Both Manufacturing and service based industry like Bosch Limited, Sundaram Industries Private Limited, Britannia Industries Limited, Zuari Cements Limited,

IV. Professional Experience

Current Position: Deputy Director **Organisation:** National Productivity Council **Duration:** Feb 2015 - Present

Key Responsibilities:

- **Strategic role in productivity enhancement:** Align the efforts as a team to reduce waste and boost overall efficiency, leading to sustained growth, competitive advantage and improved profitability of the organization.
- **Specific areas of consultation :** Both Service and Manufacturing Sector
- **Leadership and team management aspects :** Strong leadership and team management skills, including strategic planning, delegation, conflict resolution, motivation and performance evaluation. Proven ability to drive results and create a positive, high-performing team culture.
- **Key projects and initiatives led:** Productivity Improvement and Manpower Assessment studies at Hutti Gold Mines Company Limited, Sundaram Industries Private Limited (TVS Rubber), Bosch Limited, Kochi Metro Rail Limited, Gokulam Educational Foundation, Britannia Industries Limited, Phillips Carbon Black Limited, TVS Srichakra Limited, Nestle India Limited, etc

Previous Position: Assistant Director **Organisation:** National Productivity Council **Duration:** Aug 2009 – Feb 2016

Key Responsibilities:

- **Role :** Team Member
- **Specific areas of work/expertise:** Both Service and Manufacturing Sector
- **Leadership and team management aspects:** Assisted in project planning, supported team goals and communicated effectively to enhance productivity and team cohesion in a dynamic environment.
- **Key projects and initiatives led:** Zuari Cements Limited, Bengaluru Electricity Supply Company Limited, Grasim Limited, English India Clays Limited, Schnieder Electric India Private Limited, Hindustan Newsprint Limited, etc

V. Major Project Experience in NPC

Project Title: Manpower Assessment and Production Norms Establishment Study

Client Name: Sundaram Industries Private Limited (TVS Rubber) **Type:** Private **Sector:** Rubber Product manufacturing

Role: Lead Consultant

Duration: July 2024 to November 2024

Problem Definition: To assess the manpower requirement for various departments in its Madurai Plant and suggest productivity improvement ideas.

Recommendations Made: Manpower for different departments were rationalized. In addition to manpower assessment, the study will also cover identification and elimination of non-value added activities, suggestion for improving the profitability, etc.

Impact Created:

- Quantifiable results achieved: Manpower were reduced by 14.7%
- Estimated savings is about Rs. 1.25 Crore per year for the organization.

Project Title: Manpower Assessment Study

Client Name: Hutti Gold Mines Company Limited **Type:** State PSU **Sector:** Mining

Role: Lead Consultant

Duration: Nov 2023 to August 2024

Problem Definition: To carry out the Manpower Assessment Study for the various personnel deployed in the various departments in HGML located in Hutti, Heera Budhni, Uti, Chitradurga and Bangalore. To Recommend grades categorization to ensure appropriate workmen manning pyramid.

Recommendations Made: Manpower for different departments were rationalized. In addition to manpower assessment, the study will also cover identification and elimination of redundant posts, recommend grade categorization and recommend scope for multi skilling, etc.

Impact Created:

- Manpower per tonnage improved from 0.55 to 0.70

Project Title: Conduct Study on Operation and Maintenance Processes

Client Name: Kochi Metro Rail Limited **Type:** PSU **Sector:** Rail / Logistics

Role: Lead Consultant

Duration: August 2020 to August 2021

Problem Definition: Recommendations for changes in SOP for each O&M process based on the outcomes of VSM, PFMEA workshop and work measurement. Recommendation on optimum manpower strength (permanent & outsourced) for various O&M activities based on the re-engineered processes. Recommend Effective parameters of Multitasking and job re allocation strategies and provide job description for all major posts.

Recommendations Made: All the processes were evaluated based on the RPN Number and suggestions for outsourcing, etc were suggested based on the process value. Manpower were rationalised in various departments and job descriptions for key posts were provided.

Impact Created:

- Quantifiable results achieved: Manpower were downsized by 3%
- Savings of about Rs. 31.51 Lakhs was estimated on a yearly basis.

Project Title: Manpower Assessment Study

Client Name: Britannia Industries Limited **Type:** Private **Sector:** Food and Beverages

Role: Lead Consultant

Duration: February 2022 to May 2022

Problem Definition: To assess the manpower requirement for Raw Materials Department, Good Day Line and Bourbon Line.

Recommendations Made: Manpower for Raw Materials Department, Good Day Line and Bourbon Line. were rationalized. In addition to manpower assessment, the suggestions for productivity improvement like change in layout, better storage facilities, use of jigs for ease of operations were suggested.

Impact Created:

- Quantifiable results achieved: Manpower were downsized by 29% for Raw Materials, Good Day Line and Bourbon Line

VI. Educational Background

Highest Degree:

- **Degree: Post Graduate Diploma**
- **Institution:** IGNOU **Type:** Part Time
- **Year:** 2013
- **Specialization:** Human Resources Management

- **Degree: Post Graduate Certificate**
- **Institution:** Ambedkar Institute of Productivity **Type:** Full Time
- **Year:** 2009
- **Specialization:** Industrial Engineering

- **Degree: Bachelor of Technology**
- **Institution:** Sathyabama Deemed University **Type:** Full Time
- **Year:** 2008

- **Specialization:** Bioinformatics

Additional Professional Qualifications:

- Introduction to ESG Certificate from Corporate Finance Institute

VII. Research and Publications

Speaking Engagements:

- Delivered lecture of 5S and Safety at IESS 2019 held at Chennai and organised by Engineering Export Promotion Council of India

Awards and Recognition

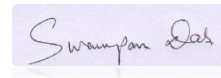
- ZED Master Trainer (ZED TP 510)

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: Bengaluru

A handwritten signature in black ink on a light blue rectangular background. The signature is cursive and reads "Swarupam Das".

Swarupam Das