



K. THOMAS VARGHESE
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PROFILE

Mr. K. Thomas Varghese is an MBA in Personnel Management & Industrial Relations from (XLRI) Xavier Labor Relations Institute, Jamshedpur. He has also done his Diploma in Labor Laws from Indian Law Institute, New Delhi. He did his Economics (Honors) from Sri Ram College of Commerce, Delhi University and his schooling from St. Xavier's High School, Delhi.

He has 29 years of rich and varied work experience in Human Resources Development, Industrial Relations, Personnel Management and Training and Organizational Development. He has handled many challenging assignments both at the Corporate Office and at the Works. Having hands on experience in training & development, personnel policies, performance management systems, wages & salaries administration and other employee retention and development activities.

Professional Highlights

Prior to joining us he was associated with M/s Parsvnath Developers Limited as General Manager (HR & Admin.). For more than 11 years he was M/s Himachal Futuristic Communications Limited as Deputy General Manager (HRD). Some other Companies he has been associated with as a part of his rich and varied experiences are M/s Bausch & Lomb India Ltd, Shri Ram Fibres Ltd, Vam Organic Chemicals Ltd and DCM Ltd.

He has been involved in recruitment at all levels after getting the Organizational Chart approved, framing of Personnel Policies, conducting Training Programs, Annual Training Calendar, creating Performance Management Systems, Campus Interviews, Employee Welfare Activities, Statutory Compliances, Domestic Enquiries, Conciliation & Court Cases, Negotiation and Long Term Settlement with the unions.