

Maddikeri Yogeswar Lal

Preferred Job: Regional HR, Unit HR Head, Corporate HR
Preferred Job Location: all emirates of UAE, Bahrain, Qatar, Oman

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CAREER OBJECTIVE

To obtain a position in the field of human resource that would allow me to use the skills I currently possess and would allow me to continue to grow in this field.

CAREER HIGHLIGHTS

A Human resource professional experience in India and GCC with more than 10 years of experience in complete life cycle of employee from Attraction, Recruitment, Onboarding, Development, Compensation, Retention, Separation and Employee Branding.

Currently Pursuing Doctorate of Business Administration from Manipal Globalnxt University.

Proficient in handling multicultural team and support to the Business Head, experience in handling all types of in-house grievances and providing support to the legal team.

Good Negotiation skills, Grievance resolving skills, Good analytical skills supported with Strong communication, presentation and interpersonal skills.

Key Expertise:

Talent Acquisition, Performance Management, Succession Planning, Employee Engagement, HR Process & Initiatives, Business Partnering, Culture Development, HR Strategy & Development, Workforce Optimization, Payroll Management, HR Information System, HR & Legal Compliance.

Skills:

Employee Relations, Grievance Resolution, Human Capital Metrics, Recruitment & Selection, Team Mentoring, Change Management, Strategic Thinking, Achievement oriented Team Management, Ability to work in Multicultural environment, High energy and ability to communicate effectively.

Achievements:

Completed four NABH Audits, one NABHI Audit, Got promoted within a year in Shalby Hospital and CEG Limited, successfully setup manpower projects worth of Rs. 100 CR. INR.

Technical Skills:

Proficient in Ms. Word, Excel, Power point, qualified typewriter-English (40 WPM), certified BAYT recruiter.

WORK EXPERIENCE

S. No	Name of Employer	Post Held	Period		Industry	Location	Team Handled	Office Type	Reporting to
			From	To					
1.	Lifeline Hospital LLC (a burjeel holdings company)	Deputy Manager-HR (Unit HR Head)	Sep 2019	Till date	Healthcare/Hospital	Sohar, Sultanate of Oman	3	Flagship Unit	Hospital Director
2	HCG Hospital	Deputy Manager-HR (Unit HR Head)	May 2019	Sep 2019	Healthcare/Hospital	Ahmedabad, India	4	Flagship Unit	COO & Regional HR Head
3.	Shalby Limited	Assistant Manager-HR	Jun 2017	May 2019	Healthcare/Hospital	Ahmedabad, India	1	Corporate Office	Chief Human Resource Officer
4.	SAI Consulting Engineers Pvt Ltd-SYSTRA Group	Executive HR	Dec 2015	Jan 2017	Construction/Engineering/Infra	Ahmedabad, India	Part of team	Regional Office	GM-HR
5.	Consulting Engineers Group Limited	Assistant Manager HR	Mar 2014	Dec 2015	Construction/Engineering/Infra	Jaipur, India	Part of team	Corporate Office	GM-HR
6.	The Suntech Corp	Executive HR	Jun 2012	Feb 2014	Man Power Consultant	Hyderabad, India	Part of team	Corporate Office	CEO

Current Job Responsibilities:

- Responsible for Recruitment of Medical and Non-Medical Recruitment, Payroll, Statutory, HR Operations, MIS, Learning and Development of the whole unit.
- Continuous improvement in hiring best talent with in cost effective manner.
- Responsible for all visa and license formalities for all the medical staff as per the Ministry of Health guidelines.
- Responsible for statutory license renewals of Hospital and HR Department.
- Responsible for preparing Training and Development activities from finalizing the Annual Calendar till the delivering of Training and measuring effectiveness of training.
- Responsible for preparing Manpower Budget in line with Business Operational Budget for the financial year.
- As a convener of 3 committees, Disciplinary Action, Grievance Redressal and Internal Complaints committee, responsible for arranging periodical meetings and as on when complaints received.
- Responsible for timely completion of Payroll and payment of salaries.

- Responsible to maintain cultural discipline with in the hospital.
- Responsible for continuous engagement of all staff by celebrating various special occasions and continuous meetings to appreciate and reward the employees for the best outcomes.
- Responsible for Succession planning for medical department especially Nursing and Paramedics to overcome the immediate surge.
- Responsible for Head Hunting of some critical position of Specialists doctors from the local market.
- Responsible to complete periodical health checkups of the staff and make sure all the health related issues is addressed properly in coordination with the Medical Director and Hospital Director.
- Responsible for handling Medical Projects for deployment of medical staff.
- Responsible for successful briefing and boarding of the medical and non-medical staff.
- SPOC for all employee grievances in terms of addressing the legal and internal grievances.
- Responsible for completion of exit formalities followed by the visa cancellation process.
- Providing monthly reports to the corporate offices related to unit.
- Responsible for adhering with the policies and protocols and maintain the HR department as per the NABHI standards.
- Other responsibilities as and when assigned by the management.

ACADEMIC PROFILE

- **Pursuing Doctorate of Business Administration from Manipal Globalnxt University, Malaysia (2022 to 2025).**
- **Masters in Human Resource Management from Yogi Vemana University, India in the year 2012.**
- **Bachelors in Science from Sri Krishna Devaraya University, India in the year 2008.**

PERSONAL DETAILS

Date of Birth	:	24 th July, 1990
Languages	:	English, Hindi, Telugu, Malayalam & Gujarati
Nationality	:	Indian
Sex	:	Male
Marital Status	:	Married, Spouse (Registered OT & ICU Nurse-Rustaq Ministry Hospital)
Passport Number	:	P3085542
Present Address	:	Rustaq, Oman
Permanent Address	:	H.No- 25/270 L-1, Sanjeev Nagar, Nandyal, Kurnool-Dist, AP, Pin-518501