

Pradeep Gogte

Mr Pradeep Gogte, 69, is an Assistant Professor with the Rizvi Institute of Management Studies & Research since July 2016. He teaches HR-related subjects such as Organisational Behaviour, Industrial Relations, Labour Laws, Managerial Competencies and Organisational Development and Change Management.

Mr Gogte did his schooling and graduation in Patna, Bihar, after which he moved to Mumbai to gain his M.A. in Personnel Management and Industrial Relations at the Tata Institute of Social Sciences (TISS).

His first job was with a company that had just closed out a protracted and violent union-management confrontation– a veritable “baptism by fire” for him, with Godrej & Boyce. Thereafter, he worked in the manufacturing and corporate offices of diverse organisations such as Tata Power Company, Johnson & Johnson, Skypak Couriers, Wartsila Diesel and Tata Donnelley, handling labour management, industrial relations, recruitment, statutory compliances, compensation and benefits management, training and development, performance appraisals and management systems, union-management negotiations and employee welfare – assignments which ostensibly covered every significant area of HR management and administration. His last full-time HR assignment was as the Vice President – Human Resources with Adfactors PR Pvt Ltd, Mumbai, from where he retired in December 2012.

After completing a one-year advisory assignment with M/s Star Auto Industries to install basic HR systems and statutory compliances, Mr Gogte became the Director General of the Indian Cancer Society at its National Headquarters in Mumbai where he worked till March 2016.

He has cumulatively worked for over 40 years with a wide spectrum of reputed industrial and business organisations in the Engineering, Medical/Healthcare, Service and PR/Media sectors.

During his active working tenure, he also worked for about 6 years with high-profile post-graduate management institutes like the Indian School of Business (ISB), Hyderabad, and the S P Jain Center of Management (SPJCM), Dubai – Singapore, with primary responsibility for their international and domestic placements, admissions, hiring of teaching faculty and supervision of HR processes, as well as teaching HR-related subjects.

Since 1996, concurrent with his work, he has been a ‘visiting faculty’ in various post-graduate schools of business in India and overseas, as well as at professional institutes of PR, Corporate Communication and Mass Media in India where he has taught many HR-related courses covering subjects like Manpower Planning and Recruitment, Industrial Relations, Labour Laws, Organisational Behaviour, Organisational Development, Mentorship, Strategic HRM, Campus Recruitment Practices, Training for Interview Readiness and HR Aspects of PR.

Moreover, during his corporate tenure, he designed and conducted diverse in-company training modules on Effective Inter-personal Relationships, Communication and Assertiveness Skills, Effective Business Presentation Skills, Team-building Workshops, Supervisory Excellence, Security and Fire Fighting Training for Shop-floor Supervisors,

Constructive Performance Management Systems, Portfolio Management and Reputation Management.

Mr Gogte is professionally associated with the Bombay Management Association (BMA) and the Mumbai Chapters of the National Institute of Personnel Management (NIPM) and the National HRD Network. He has also been a Member – Executive Committee, of the BMA, 1994-96, Member – HRD Committee of the Bombay Chamber of Commerce and Industry (BCCI), 1993-97, and Member – HRD Committee of the Confederation of Indian Industry (CII) – Western Region, 1996-2001. In 1992 and 1993, when the BMA organised Study Circle competitions amongst its members, Mr Gogte actively participated in this competition and his team (comprising over 20 HR professionals each) won the Trophy in these consecutive years for the “Best Managed Project” and “Making the Most Insightful Presentation”.

Work Experience:

Name of the Company	Designation	Period	No. of Years/Months
Indian Cancer Society	Director General	June 2015 – March 2016	10 months
Star Auto Industries	HR Consultant	April 2013 – May 2014	1 year 2 months
Adfactors PR Pvt Ltd	Vice President – Human Resources	September 2007 – December 2012	5 years 4 months
S P Jain Center of Management	Vice President – Corporate Relations	November 2005 – July 2007	1 year 9 months
Indian School of Business	Regional Director – Career Advancement Services	February 2002 – October 2005	3 years 9 months
Swifts Ltd	General Manager – HR	February – December 2001	11 months
Tata Donnelley Ltd	General Manager - HR	November 1998 – December 2000	2 years 2 months
Wartsila Diesel India Ltd	Manager – Corporate Personnel	May 1989 – October 1998	9 years 6 months
TNT Skypak Couriers Pvt Ltd	Manager – Personnel & Administration	June 1987 – April 1989	1 year 11 months
Bhor Industries Ltd	Personnel & Administration Manager	May 1986 – May 1987	1 year 1 month
Johnson & Johnson Ltd	Personnel Officer	January 1979 – April 1986	6 years 10 months
Tata Electric Companies	Welfare Officer	October 1975 – December 1978	3 years 3 months
Godrej & Boyce Mfg Co Ltd	Labour & Welfare Officer	June 1974 – September 1975	1 year 4 months

Professional Association:

Associating Body	Nature of Association	Period of Association
National Institute of Personnel Management	Professional body of HR functionaries	1974 to date
Bombay Management Association	Professional body of managerial functionaries	1979 to date
National HRD Network, Mumbai Chapter	Professional body of senior HR functionaries	2001 to date

Academic Credentials:

Degree	Specialisation	University	Year
MA in Personnel Management & Industrial Relations	Human Resources Management	Tata Institute of Social Sciences (TISS)	1974
B. Sc.	Physics, Mathematics, Geology	Patna University	1971

Publication – Research Articles:

Title of the Article	Name of the Journal	ISSN	Year
The History and Evolution of HR in India	Management Vision	0975-7813	January 2017

Training / Consultancy Delivered:

Name of the Company	Name of Program
Adfactors PR Pvt Ltd, Mumbai	Communication and Assertiveness Skills Effective Business Presentation Skills Team-building Workshops Constructive Performance Management Systems
Wartsila Diesel India Ltd, Mumbai, Delhi, Chennai, Kolkata & Khopoli	ISO 9000 and TQM Workshops Effective Inter-personal Relationships Communication and Assertiveness Skills Effective Business Presentation Skills Team-building Workshops,
S P Jain Center of Management, Dubai & Singapore	Campus Recruitment Practices, Training for Interview Readiness
International School of Business & Media, Pune & Kolkata	Campus Recruitment Practices, Training for Interview Readiness
Xavier Institute of Communication, Mumbai	Training for Interview Readiness Portfolio Management
Johnson & Johnson Ltd, Mumbai	Supervisory Excellence Security and Fire Fighting Training for Shop-floor Supervisors
SAMVIT School of Infrastructure Management, Pune	Reputation Management
Skypak Couriers Pvt Ltd, Mumbai, Delhi, Kolkata & Bengaluru	Constructive Performance Management Systems
Confederation of Indian Industry (CII), Western Region, Pune	Constructive Performance Management Systems
Bombay Management Association, Mumbai	Supervisory Excellence