

RenewSys Solar Times



RenewSys is a leading integrated manufacturer of solar PV modules, also known as Solar Panels and its components - Encapsulants, Backsheets and PV Cells.

We have established ourselves as a supplier of choice for these materials in the Indian market by

supplying best-in-class, value-for-money products, that continue to surpass performance expectations. Thus, delivering lasting value and helping us build strong relationships with our customers.

I am sure that our organisation will continue to deliver on our commitments and grow from strength to strength, making today's milestones, stepping stones for tomorrow's success.

It is our people, and our people alone, who will make this vision a reality. To support each of YOU in this journey, we will continue to prioritize 'Talent Management' and 'Talent Retention'.

Our policies are employee friendly and will continue to evolve, putting employees - their well-being, satisfaction, and growth, front and centre.

I wish the Human Resources team all the very best as they continue to bring us together, and help us move forward.

Avinash Hiranandani
Global CEO & MD,
RenewSys India Pvt. Ltd.

Features

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- Meet the HR Champions
- Congratulations
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"Fostering a spirit of excellence is a primary driver, and process management is a key to achieve the unimaginable."

Sanjay Jadhav
General Manager
HR & Admin

Meet the HR Champions

**Sanjay
Jadhav**



"Helping people and business succeed is something that has stayed with him. HR Teams are essentially for this purpose. It is great to see people achieving unprecedented professional and personal achievements. Fostering a spirit of excellence is a primary driver, and process management is a key to achieve the unimaginable. While HR analytics and technological advancements will play a major role forthwith the humane touch in businesses will always remain crucial. Happy Employees Make Great Organisations."

**Jagadeesh
Ganganahalli**



With a solid sizeable experience of more than two decades his expertise includes handling situations with regard to all facets of HR. A problem solving wide perspective & futuristic approach are some his key features.



**Vilas
Sardeshpande**

Multi Organizational Experience across working in different geographies has been one of his important expertise. Pragmatism with priority is his keywords in handling HR. Has a proven track record in terms of Industrial Relations, Workers Management, and Compliance. Working in a growing setup and catering to Business Requirements remains his area of strength.

**Yadagiri
Tallapelli**



A seasoned professional with excellent expertise in Industrial Relations, Workers Management, and Statutory compliance. His acumen in applying knowledge to practical situations toward resolutions has remained a key.

**Uday
Kulkarni**



Has versatile experience in all fields of HR. From Recruitment to Employee Relations, process management and reducing cycle time have always been his mantra. A proven record of handling difficult situations and making a difference with a thoughtful approach is his key feature.

**Ashok
Tripathi**



Has a long experience in working in large organizations. Passion and Pragmatism are his drivers. Employee Connect is what he looks at and he influences the HR processes with a human touch. A solid experience with the intent to facilitate change remains a key driver for him.

**Girish
Makam**



Has Domain expertise in Recruitment, Pay Roll, Training & Development, Human Resources Management Systems, and Performance Management & Statutory Compliances.

**Abhijit
A R**



A backbone of all the processes in HR with a presence in all facets of HR. Practicality and a problem-solving approach is an important characteristic of him.

**Krupakar
Reddy**



Has sizeable experience in the overall gamut of HR activities at the factory. Recruitment, Onboarding, PMS, Payroll, F&F. Versatile Experience in HR is his key feature and he looks at making the processes robust as well as connecting with employees through constructive interventions from time to time.

**Rajesh
Pericharla**



Workers Management and Compliances Management is a key essence of his role. He drives his role through empathy with an excellent connect with the workmen.

RenewSys Bengaluru has recorded the highest ever monthly sales for two consecutive months: February and March 2022





Jasudha Jagajeevan

Drives the role with seamless maneuvering through HR, Admin, and Employee Relations processes. A good employee connect is her key feature.



Shilpa Mukesh

Has experience in HRM Recruitment, Induction & On-boarding, HR Operations, Compensation & Benefits, and Exit Formalities. Bringing in desirable changes in processes in terms of reduction of cycle time remains a priority for her.



Prabha Dsouza

An administration expert particularly in terms of hospitality and travel management. Hands-on approach is an important part of her personality.

Rhea Dudeja



A new entrant in HR but with a good knowledge of processes and a keen eye for details is her key feature.



Congratulation!

- **Hemant Kathuria** S/O Yugesh Kathuria for his achievement in NEET Exam and for being in the 3569th position in All India Rank!
- **Priyal Dahiphalkar** D/O Prasanna Dahiphalkar for her achievement in SSC Exam and being on the second rank in school!
- **Tanmay Rawat** S/O Bhupendra Rawat for his achievement in SSC Exam!
- **Vrashank Shetty** S/O Sudhakar Shetty for his achievement in PUC Exam and for being one of the top rankers!



Leadership Development Programme



Sunil Kumar

LDP was a very valuable training. I really enjoyed it, and appreciated that you made it fun! I feel much better prepared to deal with uncomfortable issues. This leadership development program improved my decision-making and cross-functional skills by expanding my understanding of business operations.



Ajay Dalvi

The Leadership Development Programme was well organised, keeping in mind the experience of Mentors as well as Mentees. The sessions were conducted at a fixed interval (without postponing or hurrying at the last moment) which helped in covering more topics in that period. It has really helped me professionally as well as personally, the topics covered are: SWOT Analysis, Coping with stress, Financials, Vision Mission statements/Core values, Decision making, Sales, Conflict Resolution, Presentation skills, etc.



Sathyajith Poonja

Amazing experience and excellent learning about self-developing, self-monitoring, self-evaluating, self-control along with other behavioural strategies which I started applying in day to day activities at work. I also gained valuable insight towards managing communications, relations, work, stress, etc.



Arjun Kothapalli

I have had the opportunity to interact with various mentors. They have provided me with Constructive Feedback and I have made an effort to implement this in my personal and professional life.

Long Service Awards:

10 Years:

- Gurumurthy K S
- Kantharaju S G
- Srinivas S V

5 Years:

- Ashirbad Lenka
- Giridhar Cherukupalli
- Himanshu Goyal
- Sagar Shrivardhankar

- Santosh Hosamani
- Simran Aswani
- Sunil Kumar
- Tallapelli Yadagiri
- Uday Gangapuram
- Vinelle Vaz

Being Digital !

HRMS (Human Resources Management System)

RenewSys now has a new HRMS system! It was launched and inaugurated by Mr. Avinash Hiranandani (Global CEO & Managing Director), on Monday, May 02, 2022.

This system helps make data available on a real-time basis for employees.

This platform has been built to leverage technology to keep data accurate, easy to retrieve, and integrate while maintaining its accuracy. The system has 4 modules:

- 1. Employee Life Cycle Management** (Dossier, Helpdesk, Confirmation, Separation)
- 2. Leave, Time & Attendance** (Leave Application & Rejection, Shift Rostering, Attendance Regularisation)
- 3. Claims & Reimbursement** (System-driven claim verification & reimbursement at various levels)
- 4. Payroll & Compliance**

We hope this platform brings our teams even closer with more opportunities to interact and celebrate each other's milestones.

Some key features of this system include:

- Automating HR Processes
- Providing Remote Access & Employee self-service
- Effectively Managing Regulations
- Manage Employee Database
- Everything Organized
- Bring in Speed

Leveraging Technology remains a key to HR processes and this initiative is in line with our efforts toward Digitalization. This initiative of technological advancement has been well received by employees.

Last year RenewSys hastened the pace of its Digital Transformation under the aegis of Being Digital . The adoption of ZingHr's fully blown HRMS is a leap in this direction. HRMS is all about unfolding a digital platform to the most valuable resource of RenewSys - "We, the people". HRMS is designed to enhance

the digital well-being for all of us via standardization of HR policies, processes, procedures, and practices alongside the growth ambition of RenewSys.

I compliment the HR team on carrying the baton of Being Digital @ RenewSys, leveraging the potential of Information Technology and bringing HR offering at your figure tips. I look at HRMS as yet another Digital initiative besides SAP. I am sure that we will adopt HRMS with the same level of ownership, the way we adopted SAP. Let's make it a part of our day-to-day work life. Your continual support in making HRMS a grand success pan organization is solicited. "Together we Win".

Chandrakant Modak,
CFO

Lighting up lives!



RenewSys donated chairs and tables worth 2 Lakhs for Government Primary schools in Bengaluru

New Faces

RENEWSYS BENGALURU

- Naveen Sequeira
- Rakesh M
- Sadashiv Nulki
- Suprith Hulikanthimath
- Avinash Sarode
- Vinodh Kumar S
- Keerthan D N
- Sachinkumar Hiremath
- Ashwini N
- Rajat Mohanta
- M Akshay Kumar
- Umesh H N

RENEWSYS MUMBAI

- Jatin Raut
- Saamil Shah
- Yugesh Kathuria
- Ajeet Gupta
- Ayush Sharma
- Mohan Mane

RENEWSYS HYDERABAD

- Asharapoddin
- Jittaveni Ganesh
- Nakka Srikanth
- Vaka Sreenivasa Reddy
- Mayurpuri Nanupuri
- Hitesh Save
- Purushottam Shinde
- Naidu Narasimha
- Raja Anil Katakamsetty
- Pantham Hemadurgaharikrishna

RENEWSYS PATALGANGA

- Ashish Deshpande
- Prabhakar Singh
- Kuldeep
- Viraj Pimpale
- Dhiraj Chand
- Amitkumar Shirsat
- Uday Kulkarni
- Anupkumar Sharma
- Ojas Muley
- Shrishail Dindure
- Preeti Kumari
- Suraj Kodmur
- Dinesh Janwa
- Vishal Wagh
- Naresh Kumar
- Rajesh Desale
- Subha Das
- Shailendra Gade