

HR Business Partner - Motorcycle Tire Manufacturing

Descrição da função

The HR Business Partner Generalist is the central point of contract for all operational HR topics for the Motorcycle Tire Manufacturing Operations. He/she is the owner of the operational HR topics for daily operational requirements and long term improvements. Key driver of employee satisfaction, organizational development and employee retention activities with an entrepreneurial mindset.

- Supports implementation of safety measures with right communication.
- Raise awareness and provide information about ESH responsibilities and duties.
- Actively identifies gaps, proposes and implement changes necessary to cover risks related to Organizational development, employee retention and employer attractiveness for the Manufacturing organization.
- Manages and steers Strategic Workforce Planning, HR Planning & Controlling, HR Review & Audits, Organizational Changes, Culture Development, Diversity Management.
- Identifies opportunities for further improvements and contributions from HR point of view towards plant goals.
- Steers Employer Branding in region/ location, acts as an ambassador.
- Recruiting & Sourcing - Recruits key talents for the internal client.
- Manages and supports Inpatriates/ Expatriates based on International Mobility Policies.
- Drives initiatives to improve employer attractiveness for internal talents with good communication.
- Maintains and coordinates employee recognition, celebration and engagement programs.
- Derives trends in development needs, alerts organization to critical areas for succession planning. etc.
- Supports and guides leadership team as well as individual employees in talent and performance management processes in accordance with country specific legal regulations, CoE guidance, and company guidelines and ensure execution of measures.
- Steers nominations for Leadership & Talent Development Programs for target groups in location and identifies gaps in training.
- Steers competency Management, training delivery and Vocational Training Management (if applicable).
- Steers and Manages Job Evaluation, Compensation Policies and Programs, Compensation Market Benchmarking, Benefits & Pension, Policies & Programs.
- Steers and facilitates annual Salary Review.
- Acts as a single point of the contact for the employees and managers in the location.
- Builds a strong business relationship with the internal client.
- Manages Union & Employee Representative Relationship, Labor Relations & Legal as well as Employee Relations.
- Ensures legal compliance for area of responsibility.



Identificação da vaga
REF83589U

Local
Pluak Daeng

Nível de liderança
Leading Self

Modalidade de trabalho
Onsite Job

Pessoa jurídica
Continental Tyres Co., Ltd.

- Guides employees and supervisors in employee relations conflict resolution (i.e. absenteeism management, working schedules coordination, performance improvement action planning).
- Responses to employee relation issues such as employee concerns, harassment and discrimination complaints. Conducts internal investigations as necessary.

Requisitos

- Academic degree (bachelor or higher) in Business Administration, Economics, Psychology, Social Science or similar.
- At least 3 years practical experience within HR functions.
- HR Project management experience will be preferable.
- Experience in dealing with cross - cultural communication topics
- Fluent English communication.

O que oferecemos

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Quem somos

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2022, Continental generated sales of €39.4 billion and currently employs around 200,000 people in 57 countries and markets.

With its premium portfolio in the car, truck, bus, two-wheel and specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient and environmentally friendly mobility.