



อาจารย์โศชนา จิระสมรรถกิจ

การศึกษา

ปริญญาโท The University of Thai Chamber of Commerce *Bangkok, Thailand*

ปริญญาตรี Bangkok University *Bangkok, Thailand*

การทำงานในปัจจุบัน

วิทยากรและที่ปรึกษาอิสระด้าน Human Resource Managment

ประสบการณ์อื่นๆ

Boehringer Ingelheim (Thai) Ltd.

Head of Human Resources (Executive Management Member)

1. Take a lead role to implement and handle HR strategy (align with corporate strategy) and local HR issues.
2. Take a lead role to implement and handle both internal and external communication strategy with strong skill to enhance communication environment in the organization.
3. Responsible for the full spectrum of HR functions such as employee recruitment, compensation and benefits, performance management, organization development, corporate culture, talent management, etc.
4. Review and streamline HR processes to achieve operational efficiency, whilst ensuring that the processes and procedures are implemented in alignment with the corporate HR group policy as well as statutory and regulatory legislations.



5. Provide guidance and counsel to the management team to resolve employee relations issues such as employee grievances, and formulate effective communication programs to inculcate HR policies and procedures to employees.
6. Oversee payroll administration, and manage annual compensation planning processes.
7. Oversee and manage both internal and external communications of the organization.: Oversee and manage general administrative matters of the company ie. insurance management, purchasing of fixed assets, office administration, corporate design, crisis management, bird flu contingency plan, office renovation project etc.