

SHAHRIAR HASAN SAMID

Pahartali, Chattogram, Bangladesh | 01537-248472 | shsamidcu@gmail.com

CAREER OBJECTIVE

Results-driven HR professional with hands-on experience in HRMS operations, recruitment, compliance support, and workforce management within Bangladesh's dynamic RMG sector. Currently contributing as a Junior HR Executive at Pacific Jeans Ltd., I combine academic grounding in HRM with practical exposure across garment manufacturing and industrial environments. Passionate about building compliant, people-first workplaces, I bring analytical thinking, operational discipline, and a collaborative mindset — eager to deliver strategic HR value to a growth-oriented organization that champions talent development and organizational excellence.

PROFESSIONAL EXPERIENCE

Junior HR Executive

June 2026 – Present

Pacific Jeans

- Manage end-to-end HR operations including recruitment, onboarding, employee record maintenance, and HRMS data management in a large-scale RMG manufacturing environment
- Support compliance monitoring and ensure adherence to Bangladesh Labour Law, buyer Code of Conduct (CoC), and factory audit requirements including BSCI, WRAP, and social compliance standards.
- Coordinate workforce planning and manpower requisition across production and non-production departments, ensuring timely staffing to meet operational targets.
- Assist in payroll processing, attendance management, and leave administration for a multi-thousand workforce, leveraging digital HR tools and automation platforms for accuracy and efficiency.
- Collaborate with cross-functional teams including Production, Admin, and Compliance to support employee engagement initiatives and maintain a positive, people-first workplace culture.
- Contribute to HR analytics and reporting, providing data-driven insights to senior management for informed workforce decision-making.
- Drove HR-related process improvements in resource allocation and scheduling by leveraging operational data, resulting in smoother project execution and increased employee productivity.

HR Intern

April 2025 – June 2025

Bangladesh Steel Re-Rolling Mills Limited (BSRM)

- Supported end-to-end recruitment processes including candidate screening, interview coordination, and onboarding documentation.
- Maintained and updated employee records, ensuring accuracy and compliance with organizational data management standards.
- Collaborated with the HR team on day-to-day operations including attendance tracking, payroll processing, and HR analytics reporting.

EDUCATION

Master of Business Administration (MBA) – HRM | *University of Chittagong*

Session: 2023–24 | Examinations Completed — Result Awaited

Bachelor of Business Administration (BBA) – HRM | *University of Chittagong*

Passing Year: 2025 CGPA: 2.65 / 4.00

Higher Secondary Certificate (HSC) – Business Studies | *Ispahani Public School & College, Chattogram*

Passing Year: 2019 GPA: 4.42 / 5.00

Secondary School Certificate (SSC) – Business Studies | *Garib-E-Newaz High School, Chattogram*

Passing Year: 2017 GPA: 4.55 / 5.00

SKILLS

HR Expertise: Talent Acquisition · Employee Engagement · HRMS Operations · HR Analytics · Workforce Planning · Leadership Development · Diversity & Inclusion

Technical: Microsoft Word · Excel · PowerPoint · Digital HR Tools · HR Automation Platforms

Soft Skills: Cross-functional Collaboration · Stakeholder Communication · Data-driven Decision Making · Organizational Skills

PROFESSIONAL TRAINING

HRMS (Human Resource Management System) Training

- Completed comprehensive HRMS training covering employee database management, attendance tracking, payroll systems, and HR reporting.
- Gained practical knowledge of digital HR operations and HR automation tools to support efficient workforce management.

ACTIVITIES & MEMBERSHIPS

- Senior Associate Member – CU Human Resource Club (Organized events and initiatives to promote HR awareness)
- General Member – Youth Ending Hunger Bangladesh
- Former General Member – CU Debating Society (Active participant in debates and public speaking events)

LANGUAGE PROFICIENCY

Bengali: Native **English:** Proficient (Speaking, Listening, Reading & Writing)

REFERENCES

Md. Aftab Uddin, PhD

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Anisur Rahman Chowdhury

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