

Chhaganlal B S

Project and Implementation Lead

I am a motivated and analytical project lead with more than 2 years & 10 months of experience in global payroll services, specialized in project implementation. In my current role, I have been responsible for rolling out a new automation program that has helped more people in my team to achieve the larger payroll implementation project in a short span of time. I am proud of my solid track record of delivering projects that have had proven business benefits and am now looking to take on greater responsibility.

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WORK EXPERIENCE

Team Lead

Neeeyamo Enterprise Solutions Pvt Ltd

12/2020 - Present

Tasks

- As TL, I'm handling a team of 10 specialists both in global payroll implementation and operations. Primarily Handling countries like **EMEA (Morocco, Kenya, Nigeria, South Africa, Egypt, and Tunisia)** and in **AMER Region (Chile, Peru, and Panama)**
- Have Implemented both integration (Workday) and non-integration projects for 15+countries
- Well versed in payroll training. So far, I have trained around 200+ employees in Payroll, Implementation, and Configuration process
- Knowledge on HRIS integration via workday
- Handling 6 countries with 3000+paylips monthly on a weekly, monthly, semi-monthly, and bi-weekly basis
- Performing audit activities using SOC 1 Methodology as per the regulations to make sure that the standard process is followed without any deviation
- Handling shadow payroll scenarios by analyzing the COC
- Raised Kaizen for Automation project to implement and Using Kanban methodology to track the process
- Coaching and mentoring associates based on their skill-set identification, situation handling
- Managing Career Path planning for all team members

Associate Team Lead

Neeeyamo Enterprise Solutions Pvt Ltd

06/2018 - 11/2020

Tasks

- Act as a lead, to assign the work and driving the team to achieve the 100% accuracy rate within the SLA
- Collecting, calculating, and entering data in order to maintain and update payroll information
- Compiling summaries of earning, taxes, deduction, leave, and non-taxable wages and reporting on this
- Establish strong client relationships and deliver sustained stable payroll operations
- Responding to employee queries quickly by identifying and resolving their issues
- Took part in BCMS plan during pandemic to ensure payroll functionality without disruption

SKILLS

Project Implementation

Compliance Handling

Quality Management

Payroll Trainer

Project Automation

Leadership

Adaptability

Time Management

Customer Service Support

Risk Management

Advanced Excel

PROJECTS

Payroll Implementation

- Have Implemented payroll for countries like Nigeria, Morocco, Tunisia, Germany, Australia and New Zealand, etc.

Payroll Inhouse Project

- Payroll process for Countries namely Tunisia, Morocco and Cameroon has been processed in-house for various clients

Automation Project

- Using Selenium Automation, have automated the configuration process for various modules

System Setup

- Country logics have been well analyzed and those logics have been accommodated in the Neeeyamo's payroll system for multiple countries

ACHIEVEMENTS

Extra Mile award for best outstanding performance
(08/2018 - 09/2018)

And in May 2020, awarded extra mile again

Wow award for going above and beyond call of duty in
(04/2019 - 06/2019)

Torch Bearer Award for Project implementation (11/2020)

Nominated for the employee of the year award 2021

Have completed advanced excel courses in Udemy

EDUCATION

Bachelor of Engineering (EEE)

Sethu Institute of Technology

08/2014 - 05/2018 7.7

HSC

SPVM Higher Secondary School

06/2013 - 04/2014 79.9%

SSLC

SPVM Higher Secondary School

06/2011 - 04/2012 85.2%

LANGUAGES

English

Full Professional Proficiency

Hindi

Professional Working Proficiency

Tamil

Native or Bilingual Proficiency