

# Narendra Mamilla

## SAP Successfactors Functional Consultant

(913) 238-7654 | mamillanarendra15@gmail.com | [linkedin.com/in/narendra-mamilla/](https://www.linkedin.com/in/narendra-mamilla/) | Kansas City, USA

### SUMMARY

---

Experienced SAP SuccessFactors Consultant with 3+ years of expertise in implementing and supporting Employee Central (EC) and SAP HCM Payroll solutions. Skilled in integrating EC to SAP HCM, configuring compensation cycles, and managing post-payroll activities. Demonstrated expertise in business process analysis, blueprinting, configuring, testing, and go-live support. A versatile team player with exceptional business and analytical skills, capable of handling time-sensitive service requests effectively.

### EXPERIENCE

---

#### Halliburton

**March 2025 - Present**

*Sr. SAP Successfactors Consultant*

*Remote - USA*

- Lead data integration between SAP SuccessFactors Employee Central and SAP on-premise HCM (SAP ECC), ensuring smooth, accurate, and timely data flow.
- Own and manage Employee Central (EC) employee master data, including organizational assignments, personal data, job information, and position management.
- Collaborate with cross-functional teams, including HRIS, Payroll, and IT, to design and validate integration scenarios in a Core Hybrid setup.
- Monitor Business Integration Builder (BIB) and SAP Hybrid Integration to support real-time and batch data replication.
- Conduct data mapping, field validations, and troubleshooting of replication errors between EC and SAP HCM, ensuring data consistency and compliance.
- Serve as the point of contact for data integrity, audits, and corrections related to employee lifecycle events such as hiring, transfers, and terminations.
- Support UAT, regression testing, and cutover activities for new SAP SuccessFactors releases and integration updates.
- Coordinate with the ADP implementation team to align cloud-to-on-premise integration for downstream Payroll processing.

#### Automatic Data Processing (ADP)

**April 2021 - May 2023**

*Associate Functional Consultant*

*India*

- Successfully provided post-go-live support for 10 clients, managing payroll operations across multiple countries including SG, PH, TH, ID and IN as part of the Global View Asia-Pacific (APAC) team.
- Possess in-depth knowledge of ADP GlobalView business processes, from Change Control Request (CCR) generation to deployment of changes to production environments.
- I engaged with clients via a CRM ticketing tool, conducting calls to collect comprehensive business requirements and deliver customized solutions to meet their specific needs.
- Resolved a broad range of client queries regarding payroll, time management and standard maintenance, including change requests and incorrect payment calculations.
- Excelled in writing Payroll and Time Schemas as well as Personnel Calculation Rules (PCRs). Additionally, designed detailed payslips and utilized data-uploading tools like SSL and G2 to streamline data management processes.
- Provided support for daily jobs and queries related to SAP integration with other systems data such as Workday, Oracle.
- Performed in-depth root cause analysis (RCA) for client-reported issues, meticulously examining system functionality from all relevant perspectives to identify underlying causes and provide effective resolutions.
- Delivered year-end support by resolving tax component calculation queries and generating country-specific tax reports in compliance with legislative requirements. Successfully created public holiday calendars and generated work schedule rules to ensure accurate payroll processing.

- Gained foundational training in SAP HCM, including system configurations and process optimizations.
- Collaborate with cross-functional teams, including IT and HR departments, to align solutions with business objectives.
- Successfully implemented a comprehensive project in the Sand Disk system, overseeing all phases from planning and configuration to deployment and support.
- Configured and customized SAP HCM modules PA, Payroll and Time Management to meet business requirements.

## **PROJECTS**

---

### **SAP HCM Payroll Implementation and Support | SAP Functional Consultant**

- Provided implementation and support for clients with a large workforce of approximately 20,000 employees across regions including the Philippines, Singapore, Thailand, and Indonesia.
- Expertise in configuring payroll schemas, wage types, tax models, off-cycle payrolls, and time rules to ensure compliance with regional and international labor laws.
- Configured new absence types, time wage types, quota types, and work schedule rules to enhance and streamline Time Management processes.
- Extensive experience in configuring HR-related activities, including Enterprise Structure, Employee & Employee Master Data, General Ledger Postings, Pay Slips design, and providing Pre- and Post-Live Payroll and Time Functional Support.
- Created OSS/SAP support incidents and acted as a liaison with SAP to ensure timely and effective resolution of issues.
- Expertise in data migration, handling master data, and managing data integration between SAP HCM and Kronos, Workday and Oracle.
- Strong experience in unit testing, regression testing, and performing impact analysis to ensure system integrity and functionality.

### **Report Enhancement Tool Automation | SAP Functional Consultant**

- Worked on automation through RET (Report Enhancement Tool) and successfully resolved 90% of open RET CRM tickets.
- Reduced payroll processing time by automating payroll for weekly, bi-weekly, and monthly frequency clients. This was achieved through the configuration of the RET system, which generated monthly reports such as payslips, GL postings, wage type reports, and client-specific reports automatically by one click.
- Provided expert support and configuration for clients, ensuring seamless system functionality.

## **CERTIFICATIONS & SKILLS**

---

**Certifications:** SAP Certified Associate- Implementation Consultant - SAP SuccessFactors for EC Payroll, SAP HCM & Payroll.

**ADP Achievements:** 100 % Net Promoter Score (NPS), Standout Performer for 3 Consecutive Quarterly R&R Awards.

**Tools:** Successfactors EC, SAP HCM R/3, Siebel CRM, SSL, G2, MS Word, MS Excel, Cisco Webex, ADP Globalview, SQL.

**Skills:** Communication Skills, Customer Relationship Management, Project Support, Business Analysis and Problem-Solving.

**SAP Record of Achievements:** Trained on US Payroll, Successfactors Integration, SAP HCM Payroll, SAP Cloud ERP.

## **EDUCATION**

---

**University of Missouri Kansas City**

**Aug 2023 - Dec 2024**

Master's in Computer Science (GPA 3.7/4.0)

**K L University**

**July 2016 - May 2020**

Bachelors in ECE (GPA 3.9/4.0)

## **LANGUAGES**

---

**English - Fluent   Telugu - Native   Hindi - Fluent**