***M.M.Ahmed***

***Senior Success Factor Consultant***

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**PROFILE PURVIEW**

* Over all 12 years career in to HRIS Domain, Which includes around 3 Years into SuccessFactors and 9.6 years of HR Manager cum Administrator
* Experienced in Employee Central implementation. Strong understanding Employee Central which includes Foundation Objects, Succession and Corporate data models, Picklist management, Position Management, Events, Workflows, Reporting etc.
* Hands on Experience in the various process of the implementation project like Client requirements gatherings, Iterations, Workbook preparation, Customization, Testing and Data conversion etc., Worked with data models configuration, worked with RBP, success factors.
* Developed improved strategies for business process development in close coordination with managers at top echelon of organization. Brought innovative processes & ideas to enhance productivity and employee contentment.
* Expertise in helping employee align with business objectives, proficient at organizing training, development and team building initiatives to cement goals and drive competitive growth. Experience of developing employee handbooks in mutual interest of employer and employees.
* Initiates positive changes in company’s Learning Development Strategy. Strong and proactive administrator, dedicated, hardworking and focused individual with strong problem solving & analytical skills. An energetic, self-motivated professional with strong communication and interpersonal skills

Employment History

* Currently working as an SAP SuccessFactor Consultant in Tech Mahindra from Feb 2020 to Present.
* Worked as a Sr. H.R. Manager/Administrator in Kpo Solutions. from Mar-2009 To Dec 2019

**Technical Skills**

**Core Module Strength:**

* Employee Central & Employee Central with HRIS Systems
* MDF, XML, Data Models, Foundation Objects
* Technical Competency: Ms–Office, SQL, RDBMS

**Academic Credentials**

* Master of Business Administration in (Human Resource), Hyderabad

**Professional Experience**

**Tech Mahindra Feb. 2020 – Present**

Tech Mahindra offers innovative and customer-centric digital experiences, enabling enterprises, associates and the society to Rise. We are a USD 5.2 billion organization with 121,900+ professionals across 90 countries helping 997 global customers, including Fortune 500 companies. We are focused on leveraging next-generation technologies including 5G, Blockchain, Cybersecurity, Artificial Intelligence, and more, to enable end to end digital transformation for global customers. Tech Mahindra is one of the fastest growing brands and amongst the top 15 IT service providers globally. Tech Mahindra aims to enhance ‘Human Centric Experience’ for our ecosystem and drive collaborative disruption with synergies arising from a robust portfolio of companies. We aim at delivering tomorrow’s experiences today, and believe that the ‘Future is Now’.

**Project Details:**

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| --- | --- |
| Client: | Aveda |
| Project: | Implementation |
| Role: | Employee Central |
| Duration: | May 2021 to March Till Date |

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| Client: | AL-Tayer (Seera Group), – Implementation and Support |
| Project: | Implementation and Support |
| Role: | Employee Central Consultant. |
| Duration: | Feb 2020 to Apr 2021 |

**Job Responsibilities<Seniour Consultant SuccessFactors>:**

* Worked extensively in XML files like corporate data model, succession data model, country specific succession data models for meeting the business requirements.
* Gathering and analyzing the customer requirements and consulting how the business processes can be mapped in success factors.
* Participate in the daily scrum calls and provide updates on the configurations assigned with the entire team.
* Create appropriate stories (in RTC-Rational Team Concert tool) and create tasks under
* Those stories (each task should be completed in a day or two maximum).
* Promptly provide an update on each task and close them as soon as they are finished.
* Requirement Gathering from client - create Requirement & Configuration workbook
* Configuring the Home Page and managing the themes and Logo settings.
* Prepared test scripts and performed Unit Test and System Integration Testing scripts
* Prepared Training Manuals - Created documents for end users regarding the functionality of the system.
* Customized various data models using XML configuration.
* Configured Metadata Framework, generic object definition, rules, workflow.
* Configured position management – defining positioning generic object, permission checks, job code rules, approval workflows, creation of positions etc.
* Configured RBP to access the various applications
* Creation of Foundation Objects, Generic Objects, modifying the Business Rules
* Coding and Configuration of the Event Reasons and Workflows.
* Download-Upload the picklist as per the requirement.
* Created job codes of Designations and Departments.
* Created Workflows based on the requirements.
* Creation of custom portlet and adding it to Employee Profile
* Adding Talent profile portlets to Employee Profile

## Sr.HR Manager/Administrator, March 2009 – December 2019

### [Cubicor Information Systems Pvt Ltd](https://www.facebook.com/cubicor/)

* Directed all office operations, multiple projects and supervised to maintain all logistical assets and inventories of the organization
* Responsible for organizational management and manpower to ensure fulfillment of commitments and contracts
* Acted as liaison and applying experienced to resolve and handle variety of HR functions, to include, benefits, awards time/attendance, conflict resolution disciplinary actions, counseling/evaluations, retention efforts, and management of files.
* Responsible for liaison with all central and state government agencies for training projects.
* Responsible for implementing and maintaining compliance with all government
* Recognized by management on numerous occasions for exceptional performance, project management, development of an employee recognition and awards programme arranging orientation& briefing for new employee
* Conducting and organizing induction training session for all new employee
* Responsible for identifying, planning and executing needs for training performance, educational programs, while locating and recommending available resources to attain objectives and enhance Participant development.
* Integrated newly revitalized training programs to meet government training standards and monitored the progression designed to maximize participant response, performance and knowledge,
* Prepare short- and long-term training schedules utilizing a database for scheduling and tracking progress of participants to ensure that the learning objectives are being met.
* Manage multiple projects while working closely with different agencies to execute training programme.
* Recognized for designing a challenging training program me by management achieving higher proficiency rating during periodic skills testing, evaluations and promotion scores.
* Lateral Hiring: Identifying right candidates with required Skill set and experience and make sure that it should match with the requirement as per the job
* Hiring inputs: Meeting hiring managers to understand niche skill profiles.
* HR Round: Conducting HR round for the selected candidates and negotiating salaries on company standards.
* MIS: Preparing reports on the no of closure, internal movements, and offer decline numbers to ensure the flow of work to reach the aspire rates.

Date:

Place: