

Mitesh Patel

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PROFESSIONAL SUMMARY

Responsible Consulting Manager, enthusiastic about delivering outstanding quality and service. Offering 20+ years of experience in industry with a history of recognition for performance.

- Overall, 20 yrs. experience in Human Resource.
- 18 years of experience in SAP Human Resource Functional Module.
- 8 End to End implementation
- 1 ESS & MSS implementation
- 2 Project, Map business process
- 7 Support Project
- 2 Audit Project
- 1 Employee Central Integration with S4 Hana System
- Demonstrated & understanding of implementation life cycle in SAP solution
- Provided specialized training to enterprise end users

EXPERIENCE

Consulting Manager, 08/2016 - Current

Highbar Technocrat Limited - Mumbai, India

- Monitored profitability of project portfolios to proactively adjust timelines and scope.
- Identified gaps in service delivery and recommended and implemented operational improvements to meet business objectives.
- Investigated, analyzed, and resolved user issues to support client needs.
- Provided specialist SAP advice and worked closely with clients to optimize processes and maximize SAP benefits.
- Advised on technical integrations of SAP applications with other client and 3rd party tools and applications.

Senior Consultant, 04/2010 - 07/2016

Highbar Technologies Limited - Mumbai, India

- Expertise in maximizing the utilization of standard SAP functionalities.
- Trained, coached, and mentored consultants to increase team productivity.
- Managed, coordinated, and delivered projects to meet agreed timeframes and budget constraints.
- Process Mapping, Implementation, data migration, training, UAT testing, and supporting for full life cycle implementation.
- Trained the team members for support & implementation projects with industry scenarios.

Functional Consultant, 05/2008 - 03/2010

Hindustan Construction Limited - Mumbai, India

- Prepared AS-IS process & Performing Business Process Document
- Prepared TO-BE and Configuration of Organizational Management, Personnel Administration, Time Management & Payroll Modules.
- Preparing formats for collection data of each module for Realization
- Performing Scenario testing document.
- Testing the Live version of the system with actual transactional data

SKILLS

- Having exceptionally good expertise in HCM modules like Recruitment, Organization Management, Personnel Management, Time Management, Payroll (Indian, International & UAE), Travel Management (expenses) and Training & Event Management, Employee Self Service, Manager Self Service, BO Reports, Fiori Apps.
- Worked on the Integration process with SAP system like Bio-Metric & Employee Central to S4 Hana through HCI (Hana Cloud Integration) Process.
- Understanding Client requirement and mapped the process with SAP best practices, statutory compliances & provisional entries.
- Data Migration from Legacy system
- Analytical & Problem Solving
- Stakeholder Management
- Employee Self Services, Manager Self Services
- SAP HCM System Audit

EDUCATION

Bachelor of Technology: Information Technology, 2007

Indian Institution of Engineers - Pune, MH

Diploma in Information Technology Engineering: Information Technology, 2004

Indian Institute of Engineers - Pune, MH

CERTIFICATIONS

- SAP Employee Central certification Sept-2022
- SAP HCM Solution Consultant Dec-2006

AWARD

- Best Employee year of the Award 2005 - Platinum Category

- Go-Live i.e., commencing processing of actual transactions with the end-users
- Preparing Training process and manuals for the end users.
- Preparing functional specifications for Z developments.
- Identifying of roles, profiles, and authorizations for the users

Functional Consultant, 04/2007 - 04/2008

Winspire Solutions Pvt. Ltd. - Pune, India

- Executed system upgrades with patches, service packs and new configurations to meet technical requirements.
- Offered training to SAP users and delivered continuous support related to implemented solutions

Assistant HR, 04/2003 - 03/2007

Suzlon Energy Limited - Pune, India

- Provided support to employees with various HR-related issues and consulted with heads of department to find resolutions.
- Compiled and updated employee files in electronic and paper formats to maintain accurate records.
- Organized employee appraisal reviews to discuss performance with managers.
- Actively participated in the AS-IS discussions & enabled the Core Team members to prepare the AS IS Documents.
- Preparation and Presentation of Business Process Blueprint Document to the Top Management for sign off.
- Involved in the Configuration and Customization of HR Sub-modules like Organizational Management, Personnel Administration, Negative Time Management and Payroll.
- Involved in the Unit Testing and Integration Testing.
- Imparted training to the Core Team Members and enabled them to prepare training documents to retrain the end users.
- Provided support after go-live.

ACCOMPLISHMENTS

- Go-Live the HCM implementation project before timeline
- Integration of Employee Central with S4 Hana System
- Integration of Payslip with Employee Central
- Integration of Biometric Process
- System Migration

PROJECTS INFORMATION

- Advance India Projects Limited (Jan 2021 to Feb 2021)
- HGIEL (Apr 2020 to Dec 2020)
- Ashoka Buildcon Ltd (Oct 2017 to Jun 2018)
- Nagpur Metro Rail Corporation Limited (Aug 2016 to Oct 2016)
- Kunal Construction (I) PVT. LTD (Apr 2016 to Jul 2016)
- IRB Infrastructure Developers Ltd. (Jan 2016 to May 2016)
- Rocky Real Estate LLC (Feb 2016 to Jun 2016)
- Al Turki Enterprises LLC (Jul 2015 to Dec 2015)
- Ambuja Neotia (Sep 2014 to Jun 2015)
- Al Turki Enterprises LLC (Nov 2012 to Aug 2014)
- Keystone Reality Pvt. Ltd - Rustomjee (Jul 2011 to Oct 2012)
- DB Realty & GPT Infrastructure (Oct 2010 to Jun 2011)
- Lloyds Insulations Ltd. (Aug 2010 to Sept 2010)
- JSW Severfield Structure Ltd (Apr 2010 to Jul 2010)
- Neptune Developers Pvt. Ltd. (Jul 2009 - Mar 2010)
- Montecarlo Construction Ltd (Nov 2008 to Jun 2009)
- Hindustan Reality limited (May 2008 to Oct 2008)
- Hindustan Construction Company Ltd (Apr 2007 to Apr 2008)