## Aditya NA Deshpande

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## Professional Summary

Over 11 years of experience in the Human Resource field, including over 6 years as a SAP HR functional consultant and about 5 years in Human Resource Management.

✔ Expertise in business analysis, blueprinting, configuration, testing, and go-live support for key SAP HR modules:

* Organizational Management (OM) • Personnel Administration (PA) • Time Management (Positive & Negative) • Payroll (India)

✔ Proficient in SAP ERP systems, including SAP R/3, ECC 6.0, ECC 5.0, and 4.7 Enterprise.

✔ Currently working as a Senior Consultant (SAP HR Comp & Payroll) at IBM India Pvt. Ltd., with hands-on experience in OM, PA, Time Management, and Payroll (India).

✔ Strong ability to gather and analyze business requirements, document functional/technical requirements, and develop/configure SAP HR systems.

✔ Hands-on experience with SAP SuccessFactors Employee Central and integration projects.

✔ Project Experience:

* 1 HR Mini Master • 2 Support Projects + 1 SuccessFactors EC Support • 1 Data Migration Project
* 1 Oracle-to-SAP Integration

✔ Key Contributions:

* Designed and configured functional solutions for new projects and enhancements.
* Provided production support and troubleshooting for SAP HCM modules.
* Led QA/testing efforts for all configuration and development activities.
* Developed user support documentation and conducted training sessions for end users.

✔ Overall Experience Summary:

2 Implementations (including HR Mini Master), 4 Support Projects, 1 Data Migration, and 1 Integration Project.

## Key Word

**SAP HR Modules**: OM, PA, Time Management, Payroll (India)

**SAP SuccessFactors**: Employee Central (EC)

**HR Systems Integration**: Oracle to SAP

**Project Lifecycle Management**: Implementation, Support, Data Migration Business Analysis & Functional Design

Configuration & Customization in SAP HCM Production Support & Troubleshooting QA/Testing & End-User Training

## Project Summary: (Technical)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Company Name** | **Clients** | **Duration** | | **Project Type** |
| **From** | **To** |
| IBM | IBM | Nov.21 | Till  Present | IBM |
| Telstra | Jan.22 | Aug.23 | Support and Maintenance |
| Rockwell Automation | Jul.23 | Nov.23 | Support and ECC |

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| --- | --- | --- | --- | --- |
|  | Doosan Bobcat | Nov.23 | Mar.24 | HR Mini Master Implementation |
| IT/BT  Transformation | Mar.24 | Sep.24 | Success Factor Employee Central Testing |
| Ernst & Young | Sep.24 | Dec.24 | SuccessFactors EC project analysist/Product support EC role |
| Adani Group | Jan.25 | Apr.25 | SAP HCM - Support |
| Cons accent Pvt.  Ltd | Control Print Ltd | Dec.18 | Oct.19 | E2E Implementation and Support |
| Mastek Ltd | Mastek | Nov.19 | Nov.21 | Support and E2E |
| Evosys (Project) | Jan.20 | Nov.21 | E2E Implementation |

**Client Name – Adani Group** (Jan 2025 to Present) - Support

## Role and responsibility –

* Managing Organizational Management (OM) and Personnel Administration (PA) modules for the Adani Group.
* Leading and overseeing Oracle to SAP HR integration, ensuring seamless data synchronization.
* Configuring company codes and new work locations, including PA and PSA settings.
* Developing and implementing changes in Oracle Fusion Integration and SAP HR based on user requirements.
* Handling HR-related tickets in ServiceNow, ensuring prompt issue resolution.
* Providing support and guidance to end users for SAP HR-related queries.
* Preparing test script documents for Change Requests (CR) – including Functional Acceptance Testing (FAT) and User Acceptance Testing (UAT).
* Conducting end-to-end regression testing on the newly refreshed system.
* Collaborating with ABAP developers by providing Functional Specifications (FS) and logic for new developments.

# SENIOR CONSULTANT (SAP HR COMP & PAYROLL)

## Ernst & Young (IBM), India 09/2024 – 12/2024

* Accountable for all Incident, Service Request, Change Request, and HR cases tickets submitted related to Employee Central.
* Provided complete documentation and proper communication about ticket status using ServiceNow.
* Created and checked the Role-based Permissions, Workflows, and Business Rules.
* Provided detailed data analysis and insight to support the implementation process, understand business processes, and align testing efforts according to requirements.
* Conducted UAT and regression testing and ensured that the system worked as expected to predefined business scenarios.
* Conducted unit testing and integration testing to see if the configured business scenarios were working properly.

# SENIOR CONSULTANT (SAP HR COMP & PAYROLL)

## IT/BT Transformation - SF\_Implementation\_HR\_Transformation\_CON (IBM), India 03/2024 – 09/2024

* Executed thorough and comprehensive testing of SuccessFactors Employee Central.
* Provided detailed data analysis and insights to support the implementation process.
* Collaborated with the implementation team to validate data, ensuring accuracy and completeness.
* Assisted in meeting project deadlines through effective communication and teamwork.
* Understood and interpreted business processes and requirements to align testing efforts accordingly.

# SENIOR CONSULTANT (SAP HR COMP & PAYROLL)

## 11/2023 - 02/2024

* This project is an interface between the HR mini master and other systems to ensure S4 up- gradation applies globally.
* SAP based on GHRIS (3rd system) is where all employee master data is housed, and the employee lifecycle is managed.
* This interface ensures the completeness of HR mini master data in S4 HANA, which will be used by other areas like Ariba, VIM, or FI (RTR, PTP, etc.) for journal approvals and workflow identification.
* Workflows for approving invoices, purchase orders, and purchase requisitions depend on the HR reporting hierarchy.
* Creation of business partners and employee vendors from the HR mini master approval level.
* IDocs are used to push data from GHRIS to S4 via SAP BTP (Business Technology Platform) middleware.
* Maintaining the organizational structure for approval-level workflows to escalate to the appropriate level manager.
* Developed a logic system to set thresholds for approver limits and regions using a custom table.
* Logic functions based on the organizational structure and custom levels.

# SENIOR CONSULTANT (SAP HR COMP & PAYROLL)

## 07/2023 - 11/2023

* Successfully completed testing using negative and positive scenarios, including thorough testing with test scripts and documents.
* Resolved issues related to Workday integration with SAP, such as master data, reporting structure, roles, MIS reports, and other module integration.
* Managed service tickets for SAP HCM, submodules OM, PA, Time, and Workday.
* Troubleshot and resolved work center issues, including master data issues related to vendor invoices.
* Configured PA, PSA, holiday calendars, and WSR for various regions.
* Provided test cases for team members to test their processes and configuration workflows.
* Work schedule rule creating for 4 regions with multiple countries with different working style.

# SENIOR CONSULTANT (SAP HR COMP & PAYROLL)

## 01/2022 - 08/2023

* Created necessary objects to fulfill business needs, such as Org unit, Position, Person, User, and BP.
* Monitored the OM and PA Org Structure and made necessary changes in OM, PA, and Org Structure using a Z program (USR load and ORG load – changes like Org Attributes and relationships).
* Configured OM and PA-related user creation, deletion, and change actions.
* Conducted thorough unit testing (to check if the configuration is correct and validate all) and string testing for OM and PA (based on scenario testing).
* Configured a new company entity.
* Developed a new program for Org unit and Org unit structure.

# SENIOR SAP HCM CONSULTANT, 06/2020 - 11/2021

* Managed payroll changes and requests for Payroll India.
* Tested and implemented various inbound/outbound interfaces (Feature TARIF, LGMST, GSALC, etc.).
* Designed UK Payroll reports, including UK employees' salary reports with non-tax details for SAGE.
* Designed new absence types and leave policies for Mastek.
* Developed and configured Time Leave patterns according to PA-wise requirements.
* Configured new wage types and remuneration statements, payroll areas, pay scale types, employee groups, employee sub-groups, pay scale groups, and pay scale levels.
* Applied required changes to the Indian payroll schema as per SAP notes and created PCR (Bonus).
* Integrated payroll area, pay scale type, employee group, employee sub-group, pay scale group, and pay scale level into the organization structure.
* Managed year-end payroll processes and tax obligations.
* Configured time management, including work schedules, holiday calendars, time quotas, and accruals.
* Implemented SAP Notes.
* Designed a master data program and collaborated with an ABAP developer to create new ABAP programs.
* Performed unit testing to ensure accurate and timely documentation.
* Developed dynamic actions and employee info groups.
* Designed the OM and PA model in SAP for Evosys.
* Created infotype 0007, holiday calendar, work schedule rules, and leave types for Evosys.
* Developed new payroll areas and wage types for Evosys.
* Managed org structure and company creation in SAP.
* Designed a new program and LSMW for mass data uploads.
* Integrated SAP with the company’s own portal and IIS team.
* Developed an OM and PA upload program.
* Implemented OM and PA structure.
* Designed a new program for automation of Hiring, Transfer, Separation, and Repatriation cases.
* Assigned holiday calendar and created WSR.

# SENIOR SAP HCM CONSULTANT, 11/2019 - 06/2020

* Provided support for all HR activities, reports, and integration.
* Configured wage types, remuneration statements, payroll areas, pay scale types, employee groups, employee sub-groups, pay scale groups, and pay scale levels.
* Assigned and created holiday calendars and work schedule rules (WSR).
* Conducted thorough testing, created test scripts, and performed UAT.

## SAP HCM Consultant - (Cons accent Pvt Ltd, Mumbai) Role & Responsibility: -

* Providing support and guidance to end users for SAP HR-related queries.
* Preparing test script documents for Change Requests (CR) – including Functional Acceptance Testing (FAT) and User Acceptance Testing (UAT).
* Conducting end-to-end regression testing on the newly refreshed system.
* Configured OM & PA structures, wage types, payroll areas, and personnel actions.
* Designed mass data upload programs (LSMW) and payroll integrations.
* Configured functional designs for new projects and enhancements within SAP HCM.
* Provided end-to-end production support, troubleshooting, and fixes for SAP HCM issues.

## Extra activity

* I have knowledge about **BAPI** testing and new recording creation in **BDC**.

## Work History

**Non-IT Experience:** 5+ Years (2013 to 2018)

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| --- | --- | --- |
| **Duration** | | **Work in short** |
| **From** | **To** |
| May.17 | Nov.18 | Experienced HR professional with expertise in SAP HR (PA30, PA40, PPOME), HRIS management, payroll processing, recruitment, employee engagement, and compliance. Skilled in handling HR operations, audits, performance management, and organizational structuring. |
| Apr.16 | Mar.17 | Managed IT recruitment and HR generalist activities.  Drafted policies, conducted inductions, and handled payroll. |
| May.14 | Nov.15 | Oversaw HR operations from hiring to exit formalities.  Developed policies, managed recruitment, and employee engagement. |