

**Divya Deendyal**  
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## **Current Employment**

CATION Consulting Services Pvt Ltd.  
Bangalore – India

## **Profile Synopsis**

- Certified SAP HCM consultant (by SIEMENS – SAP education partner)
- Certified SuccessFactors Implementation Partner for : Performance / Goal management and Recruitment Management
- Experience in HR, across industries (service and product based) such as – Automobile (TVS), Aerospace (Goodrich), Public Relations (Perfect Relations), Semi-conductor and Telecommunication (Qualcomm)

## **Career History**

July 2012 – Present Date

### **CATION Consulting, Bangalore, India**

- Designation : Business Process Consultant (HCM, SAP - HR, SuccessFactors) – Implementation, Enhancement and Support for:

**\*Britannia** July 2013 – October 2013, Bangalore - India  
SuccessFactors Modules :

1. Employee Profile (Configuration: Profile Theme, Badges, Faces, Tags, Notes, Public and Personal profile, Background information portlet, Notifications, Families and Roles, Competency library)
2. Performance / Goal Management (Configuration: Templates, Role and Stage permissions, Route map, Notifications, Rating scales, Metric look-up table, Calculators, Cascade Align and Link functionality, Scorecard design, Data sync with PM templates, PM form design, Alignment to calibration, Training and Development requirement analysis )
3. Calibration (Configuration: Template design, Rating scales and guidelines, Permissions, Notifications, Dashboards, Organizational rating guidelines definition)
4. Role-Based Permissioning / Permissioning through administrative domains
5. Stack-Ranker (Configuration : PM and Calibration for competencies alone)

## 6. Dashboards / Analytics / Reporting (Configuration : Standard reports only)

### Implementation phase-wise responsibilities:

1. Prepare : Kick-off presentation, documents provided - Readiness check-list, UT, user and admin guides, QRGs (Standard SF docs only), project plan design, project communication design, milestone highlights, process requirement gathering, analysis, process gap analysis and workaround, process change study and acceptance, registration on various SF committees, workshops on existing SF functionalities and extent of accommodation of as-is stages in company process, work-around communication to support as-is process.
2. Verify : Template configuration workbook granular level requirement gathering, all 3 iterations of requirement freeze for all modules, configuration gap analysis and work-around, admin testing, delta uploads, to-be process communication and freeze, training schedule preparation.
3. Realize : Process freeze, master and delta upload / import, user training through guides and videos (self-prepared), SSO configuration and test, SF – SAP master/delta load sync and test via job scheduling, Cross India end-end process flow training for admin and senior management via VC, admin user and employee FAQ preparation.
4. Launch : launch all processes and templates, gap-analysis on minor configuration changes if any.
5. Support : Transitional documents for CS support, ongoing support provided by both CATION and SF.

**\*MRF May 2014 - WIP, Chennai - India**  
SuccessFactors Modules :

1. Employee Profile (Configuration: Profile Theme, WIP)
2. Performance / Goal Management (Configuration: Templates, Role and Stage permissions, Route map, Notifications, Rating scales, Metric look-up table, Calculators, Cascade Align and Link functionality, Scorecard design, Data sync with PM templates, PM form design, Alignment to calibration - WIP)
3. Calibration (Configuration : WIP)
4. Permissioning through administrative domains
5. Dashboards / Analytics / Reporting (Configuration : WIP)

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**\*HATSUN** January – December 2013, Chennai – India

SAP Module :  
Payroll support

**\*SUBROS** October 2013 - ongoing, Noida – India

SAP Modules :  
Time Management and Payroll enhancements.

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October 2010 – May 2012

**HCL-AXON, Bangalore, India**

- SAP HCM Consultant - worked on payroll support and enhancements for Lloyds Banking Group, Halifax - U.K.

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June 2008 – May 2010

**Sneha TVS, Hyderabad, India**

- Operations Incharge - involved in training, sales, distribution and delivery, marketing and accounts.

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October 2007 – May 2008

**Goodrich Aerospace Services, Bangalore, India**

- Management Trainee - involved in recruitment, GR brand building, GR India HR policy framework creation (responsible for the end-end design of the entire HR framework) and employee relations.

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March 2007 – August 2007

**Qualcomm, Bangalore, India**

- Interim Intern - conducted an internal study entitled “Employee Satisfaction” to assess employee satisfaction levels, simultaneously addressing soaring attrition rates through cause effect analysis resulting in recommendations which were implemented – reported to the VP.

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### **Educational Qualifications**

Examination	Graduation Year	College / Board	Specialization
MBA	2007	CMRIMS Bangalore University	HR & Marketing
BBM	2005	CMRIMS Bangalore University	Finance

### **International Accreditations**

- **WES** credential evaluation and authentication

Total Graduate Semester Credits:	45.0	GPA: 3.92
Total Undergraduate Semester Credits:	120.0	GPA: 3.90

- **TOEFL Gold Star** performer – 116/120, 29/30 in listening, speaking, reading and writing which indicates outstanding level of proficiency of the English language.
- **French certification** - Alliance Francaise – Level 1 – 84%.