***Chaitanya Kumar Mannem***

**SAP Certified HCM Consultant and Successfactors Certified Consultant**

***skills Set***

***Functional***

* SAP HR Payroll
* SAP PA and Time Management.
* SAP Benefits and Administration(US)

***Technical***

* Oracle 10g
* C,C++
* Multi-faceted professional with over **4.5 years** of experience.
* Completed **B.E in Electrical and Electronics Engineering from College of Engineering, Osmania University.**
* **SAP Certified HCM Solution Consultant. Certified Successfactors Consultant- Intro to Mastery and Compensation Mastery.**
* **Holds a valid B1/B2 Visa (USA)**
* Expertise in implementing SAP Payroll, PA, Time Management and Benefits & Administration. Successfactors One Admin and Compensation Management
* Workday HCM Techno Functional consultant with experience in setting up Organizations, Compensation, Report Writer.
* Acquainted in System Design, Development, Testing, Debugging and Maintenance.
* Conversant withdevelopment and maintenance and providing quick work-around to clients and users.
* Have implemented end to end SAP Payroll Implementations for clients in countries like US, Canada and Brazil
* Member of PEAK (Performance Extraordinaire) for nominating and analysing Awards and Recognition in the Team.
* Deft in creating functional specifications for Reports and Interfaces.
* An energetic, self-motivated individual with abilities to grasp new technical concepts and utilize them in a productive manner.
* Experience in delivering SAP trainings for both internal and external clients.

**AREAS OF EXPERTISE**

**Planning & Co-ordination**

* Worked as a consultant and involved in business blueprinting for various payroll implementations.
* Worked as a configurator for Payroll implementations.
* Handling testing, system integration, debugging and troubleshooting of the application.
* Co-ordinating for smooth implementation of the project. Extending post-implementation, application maintenance and technical support to the client.

**Team Management**

* Creating an environment that sustains & encourages high performance.
* Motivating teams in optimising their contribution levels.
* Mentoring new team members.

**EXPERIENCE**

**Since Dec’2012**

**Employer : Deloitte Consulting**

**Consultant- SAP HCM**

**Projects**

**Title(1) : Successfactors Consultant**

**Client : AMG**

**Duration :** Aug’2013 – Presently working

**Role : SF Consultant – One Admin and Compensation Management**

* Creation of role based permissions, setting up SF home page and deep linking of fields. Creation of workflows (Route maps) and maintaining the rating scales.
* Maintaining data files for the employee and maintaining customs files. Assign permissions for maintaining the data for employees.
* Proficient in updating XML codes for the data models. Maintaining picklists and providing different permissions in XML.
* Implementing employee profile and launching different forms for the employee via OneAdmin.
* Creation of ad-hoc reports, dashboard reports, list views and classic reports.
* Creation of budget by local and company requirements.
* Proficient in salary sheets for compensation templates, Proration rules, eligibility rules via admin tools or Import.
* Worked on Merit Pay, Bonus and Stock options set up.

**Projects**

**Title(2) : Offshore Lead**

**Client : Glazer’s Wholesale Drug Distributors.**

**Duration :** Dec’2012 – Presently working

**Environment :** SAP ECC 6.0

**Role : SAP HCM Consultant – Payroll and Benefits**

* Working as a Lead on US Payroll and define the process to support ongoing Payroll and Benefits related issues.
* Define design strategies for upgrading the system for new benefit plans.
* Working on Year End activities and maintaining the tax updates.
* Implementing TUBS and testing the payroll results for correct implementation of TUBS.
* Working closely with the business groups to identify the business process in place and finding providing new solutions for handling them in SAP.
* Work as a liaison between the users and the consulting team.
* Benefits enrollment in ESS/MSS and Working on user level activities in ESS.
* Working on Solman test scripts creation and maintenance.

**Mar’2012 – Dec’2012**

**Employer : Yash Technoloies**

**Consultant- SAP HCM**

**Projects**

**Title(3) : NCO Financial Systems**

**Client : NCO Financial Systems**

**Duration :** Mar’2012 – Presently working

**Environment :** SAP ECC 4.7

**Role : SAP HCM Consultant – Payroll and Benefits**

* Working as a SME (Subject Matter Expert) for US Payroll and define the process to support ongoing Payroll and Benefits related issues.
* Managing a small team of consultants and tracking day to day activities of the production support team.
* Handling System Design, Testing, debugging and troubleshooting of the Benefits and Payroll configurations and modifications to the existing system design.
* Creation of new benefit plans for a newly acquired company by the client (APAC) and helping them to sync with the existing system design.
* Creation of customized rules and modifying schemas to provide solution to client in regards to various benefit plans.

**July’2009- Jan’2012**

**Employer : ADP India Pvt. Ltd.**

**Senior Associate Functional Consultant**

**Projects**

**Title(4) : Clean Harbors USA, Apex Tools Group USA**

**Client :** Clean Harbors USA

**Duration :** Jul’11 – Feb’12

**Environment :** SAP ECC 5.0

**Role : Integration Specialist – Functional Spec’s Consultant**

 Worked independently in writing functional specs for outbound interfaces.

 Worked on New York Life 401K Benefit Interface, FSA Benefit express interface and Puerto Rico Caribbean Pension interfaces, AIC Outbound Interface for ATG.

 Gathering the client requirements and coordinating with client and third party vendors for preparation of functional spec's.

 Coordinating closely with the ABAP Team on the above outbound interfaces.

**Title(5) : Coats US**

**Client :** Coats US

**Duration :** Jun’11 – Oct’11

**Environment :** SAP ECC 5.0

**Role : Consultant – UAT Testing**

* Leading a team and co-ordinating with onshore and offshore teams.
* Developing test scenarios, Performing analysis on quality of configuration
* Analysis of Business Blueprint document to understand the requirement, Performing business, technical and feasibility analysis.
* Planning and execution of UAT phase and Auditing the Quality of configuration.
* Using Variance Monitor to Develop Parallel Test compares for Gross, Gross to Net, Earn and Deductions, Taxes compare to validate the results from Legacy system to present system.
* Creating test scripts for Benefits – 401K, Catch-up, Health plans, Insurance Plans.
* Taxes testing specifically Resident, Work tax area, unemployment taxes, Tax classes, Tax combos etc.
* Integration with FICO, GL postings and Symbolic account mapping to wage types.

**Title(6) : Alcatel Lucent(ALU) US Payroll Configuration**

**Client :** Alcatel Lucent

**Duration :** Sep’10-Jun’11

**Environment :** SAP ECC 5.0

**Role : Configurator and Consultant**

Analysis of Business Blueprint document to understand the requirement, Performing business, technical and feasibility analysis.

* Worked for the creation of the Configuration Worksheet for US Taxes, 401 K Benefits and GL accounting for ALU.
* Working extensively in HR modules like PAYROLL, TIME Management, Personnel Administration and FI/CO
* Posting to FI/CO including GL Account Maintenance, Symbolic accounts mapping etc
* Performing Unit Testing for various developments / enhancements.
* Creating functional Specifications for various reports and interfaces.
* Mentoring other team members and ensuring the quality of deliverables.
* Using Tools like LSMW, Form Editor for Data Upload and Payslip generation.
* Configured and Used Variance Monitor tool extensively for ALU. Using Variance Monitor to Develop Parallel Test compares for Gross, Gross to Net, Earn and Deductions, Taxes compare to validate the results from Legacy system to present system
* Designed the parallel test process for coming up with effective comparison of legacy system to the present system, then finding solutions to achieve 100% accuracy in the next payroll run.

**Title (7) : Alcatel Lucent (ALU) Brazil Configuration**

**Client :** Alcatel Lucent

**Duration :** Mar’10-Sep’10

**Environment :** SAP ECC 5.0

**Role : Configurator and Consultant**

* Worked as a Benefits Configurator for Alcatel Lucent – Brazil
* Very Good Working knowledge of Benefits module
* Worked on creation of Health Plans, Savings Plan, Insurance Plan, Miscellaneous plans.
* Helped Lead Consultant in the Preparation of Functional Spec’s for Interfaces

**Title (8) : American Express – AR,MX,SW,FR**

**Client :** ADP (GlobalView)

**Duration : Jan** ’10- Mar’10

**Environment :** SAP ECC 5.0

**Role : LSMW Consultant**

* Creation of Different recordings for Work schedules, Scheduling batch jobs for uploading huge amount of data.
* Uploading Tax tables using LSMW tool.
* Used this tool extensively for some complex conversions especially for multiple language logon countries.
* Worked on different countries for AMEX like USA, Argentina, Mexico, Sweden, and France.

**Title(9) : Global Training Corporation, Canada**

**Client :** ADP(Global view)

**Duration : Sep’09**-Dec’09

**Environment :** SAP ECC 5.0

**Role : Configurator and Consultant**

Analysis of Business Blueprint document to understand the requirement, Performing business, technical and feasibility analysis.

* Worked to create a training client for ADP
* Mentored new team members in understanding of SAP.
* Working extensively in HR modules like PAYROLL, TIME Management, Personnel Administration
* Commissioning various PCR and Schema changes in order to give complete solution.
* Maintained multiple company codes and multiple Payroll frequency.
* Posting to FI/CO including GL Account Maintenance, Controlling area Config.
* Performing Unit Testing for various developments / enhancements.
* Using Tools like LSMW, Form Editor for Data Upload and Payslip generation.

**Title(10) : Global Training Corporation, US**

**Client :** ADP(Global view)

**Duration :** Jul’09-SEP’09

**Environment :** SAP ECC 5.0

**Role : Configurator and Consultant**

Analysis of Business Blueprint document to understand the requirement, Performing business, technical and feasibility analysis.

* Worked to create a training client for ADP
* Working extensively in HR modules like PAYROLL, TIME Management, Personnel Administration
* Commissioning various PCR and Schema changes in order to give complete solution.
* Maintained multiple company codes and multiple Payroll frequency.
* Posting to FI/CO including GL Account Maintenance, Controlling area Config.
* Performing Unit Testing for various developments / enhancements.
* Using Tools like LSMW for data uploads.

**Trainings Attended**

* SAP Academy training **in THR 10, THR 12 ( SIEMENS)**, Hyderabad
* Oracle 10g
* Successfactors Performance Management and Goal Setting

**Achievements**

* Received the Best Idea Award out of 600 ideas during Innovation week’2011
* **World Class Service Award**(ADP)
* Quality Award of Honour for maintaining excellent Quality standards during configuration of ALU US and ALU BR.
* 96.8% marks in XII Board examinations, one of the toppers of the State.