**Curriculum Vitae**

**Gaurav Gupta**



SOFTWARE PROFESSIONAL WITH SOUND EXPERIENCE IN SUCCESSFACTORS LMS, PERFORMANACE AND COMPENSATION MANAGEMENT (SaaS)

*Seeking challenging assignments with a growth oriented organization which provides avenues for professional learning and makes good use of my technical skills and encourages individual growth*



**PROFILE**

* Focused, goal oriented and High rated individual with a **B.Tech in Electronics and Instrumentation Engineering,** possessing inborn quantitative aptitude, determined to carve a successful & satisfying career across Telecom / IT sector etc.
* Hands on experience on SuccessFactors **Learning Management Systems (earlier known as Plateau), Performance Management , Compensation Management** and **Integration.**
* Hands on experience of full cycle implementation of Compensation Management (SaaS module).
* Self motivated, hard working and goal-oriented with a high degree of flexibility, creativity, resourcefulness, commitment and optimism. Outstanding communication skills, verbal as well as written coupled with exceptional presentation skills with the ability to perform above expectations.
* An effective team player with exceptional planning and execution skills coupled with a systematic approach and quick adaptability.



**ACADEMIC CREDENTIALS**

**Bachelor of Technology (Honors)**

**Electronics and Instrumentation Engineering, 2011**

Anand Engineering College Agra India Percentage : 78%

**Class XII, 2007**

St. Andrews School Agra, CBSE; 74%; PCM- 83%

**Class X, 2003**

St. Andrews School Agra, CBSE; 69%

**Experience Summary**

**Tata Consultancy Services Limited**: TCS is an Indian [multinational](http://en.wikipedia.org/wiki/Multinational_corporation) information technology (IT) services, business solutions and consulting company headquartered in [Mumbai, Maharashtra](http://en.wikipedia.org/wiki/Mumbai,_Maharashtra). TCS operates in 44 countries and has 199 branches across the world.

* More than 2 years of experience in TCS, providing excellent and efficient business support to various modules of SuccessFactors to TCS’s clients.
* Helping TCS’s client for consulting and integration of their SuccessFactors modules.
* Successful integration of internal project reporting for efficient presentation of data.

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**Projects Undertaken:**

**Client:** Astellas Pharma Europe Limited

**Application :** SuccessFactors Performance Management System and Objective settings.

**Period:** Mar’12 to Present.

**Roles and Responsibilities:**

* Carry out all the Performance Process and Objectives settings for more than 26 European Countries every year.
* Build new and efficient solutions which helps business to have optimized process and Analytics.
* Help business to upgrade the existing Product to newer versions.
* Demonstrations to the Key User about system functionality
* Root Cause Analysis (RCA) on functional issues.
* Requirement gathering from various stake holders, HR affiliates for implementation of process and objective settings
* Training of new Key users coming into the organization.

**Client:** Astellas Pharma Europe Limited

**Application :** SuccessFactors Learning Management System.

**Period:** Mar’12 to Present.

**Roles and Responsibilities:**

* Setup the system for new countries coming into the scope.
* Innovate and demonstrate the steps for deploying the contents in system to Key Users and Business.
* Root Cause Analysis (RCA) of the issues key user faces on content deployment.
* Interact with SuccessFactors Support Group to investigate the technical issues.
* Analyzing / Performing System configuration changes.
* Help business to upgrade the existing Product to newer versions.
* Vendor Management like (SuccessFactors/ Fujitsu)
* Training of new Key users coming into the organization.

**Client:** Astellas Pharma Europe Limited

**Application :** SuccessFactors Compensation System (SaaS)

**Period:** Jan’13 to Present.

**Roles and Responsibilities:**

* Build compensation cycle based on the organizational hierarchy for 10 countries across Europe.
* Integrate the Performance and Compensation cycle to complete the Appraisal cycle.
* Root Cause Analysis (RCA) on functional issues.
* Training of new Key users coming into the organization.
* Help business to upgrade the existing Product to newer versions.

**Client:** Astellas Pharma Europe Limited

**Application :** SuccessFactors Consultant

**Period:** Mar’12 to Present.

**Roles and Responsibilities:**

* Help Business to carry out SuccessFactors Implementation of various modules. i.e. Performance, Compensation, Learning, Recruiting, Employee Central. Etc.
* Business support to client’s SuccessFactors Learning, Performance and Compensation management system Models.
* Analyzing / Performing System configuration changes.
* Conducting Voice of Customer across Astellas Europe
* Preparation of System Test Cases and Test specification document
* Performing System testing, Unit testing, Regression testing of various modules
* Conducting Knowledge Transfer session.
* Application upgrade support to help client for smooth integration of the system.
* To provide SAP HR- Talent system integration support.

**Academic Accolades**

* Highly rated Employee consistently producing efficient results.
* Secured third rank in state 10th AISSE exam in school
* Secured second rank in state 12th AISSCE exam in school
* Secured first rank in university during graduation, got an Excellence award as well for being a consistent performer in academics and other curricular activities.
* Secured All India rank 89 for GATE in 2012, 131 for GATE in 2011 and 224 for GATE in 2013.
* Merit holder for being one of the university toppers

**Professional Accolades**

* Received client (Astellas) appreciation for providing swift and efficient solutions for the requirements given.
* Winner of the TCS STAR PERFORMER award for valuable and irreplaceable contribution to the project.
* Winner of TCS Gems Award for indigenously providing efficient business support to client.



**EXTRA CURRICULAR ACCOLADES**

* Secured second position in Paper Presentation competition conducted by ISTE (Indian Society for Technical Education)
* Participated in Cricket & volleyball tournaments at district and college level.

