# professional Summary

* Currently working as a **SAP & Succesfactors Project lead** and has overall experience of 8.5 years on SAP HCM/Successfactors. Executed and worked on Implementations, support, End to end Upgrade projects. Having Strong proficient in SAP HCM/Successfactors with work experience for large international companies.
* Expertise in SAP HCM process and in the areas of Organization Management, Personnel Administration ,Global Employment, Time Management, Talent management, Enterprise Compensation Management, Personnel cost planning, Travel Management, E-recruitment, Benefits, Payroll (US).
* **Certified and have expertise in Success factors Goal & Personal Management, and Employee Central.**
* **Good Exposure and work experience in Success Factors in the areas of Employee Central, Performance & Goal Management, Compensation and Work force Analytics.**
* **Expertise in Implementation of NWBC (Net weaver Business Client) 4.0 for ESS & MSS and HCM Renewal along with Roles and Securities**
* **Worked on Installation of SFIHCM01 600 process, for the integration Successfactors and SAP add-on. The integration add-on for SAP ERP Human Capital Management (SAP ERP HCM) and Success Factors Business Execution (Success factors BizX) enables the integration of data for employee data and organizational data, as well as for data that is required for evaluation purposes.**
* Uploaded basic employee data and organizational data from SAP ERP HCM to Success Factors BizX to support Talent Management processes.
* Worked on Transfer of Analytical data form SAP ERP HCM to Success Factors Workforce Analytics to support workforce planning and workforce analytics.
* Modified the SAP Data extraction program based on the client requirement
* **Good Exposure on Latest releases of Successfactors Build’s**.
* Good exposure on **Success Factors Bizx mobile applications for Jam and Talent applications**
* Hands on experience in areas of **Employee Self Service (ESS), Manager Self Service (MSS), in** EHP-5, 6, 7 Enhancement Packages.

# Technical Summary

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| --- | --- |
| SAP Releases | 4.6C, 4.7, ECC 5.0 Version, ECC6 version. |
| Technical Skills | Knowledge on ABAP |
| Functional Skills | * SAP-Human Capital Management/ Success Factors Talent Management * SAP HCM\_GE(Global Employment) * Knowledge on SAP-EHS (IHS & OHS) in Environmental Health and Safety. |

# Education

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| --- | --- |
| Qualification | Educational Institution |
| MBA (Masters of Business Administration) | Osmania University, India |

# SAP professional experience

### PROJECT – XVI FROM DEC 2013 TO Till Date

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| --- | --- |
| Client Name | **Smith & Nephew** |
| Project Name | **ECM Implementation** |
| Team Size | 3 |
| Role | HCM Lead |
| SAP Environment | EHP 2 |

**Roles and Responsibilities:**

* Working on Global Compensation Implementation for across 32 counties throughout the globe
* Configured 127 different Merit, promotion, Bonus Compensation plans for all the countries
* Configured pay grade structures for all the countries with different Bands and levels
* Working on 9 box custom calculation process

### PROJECT – XIV FROM JUL 2013 TO DEC 2013

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| --- | --- |
| Client Name | **Dealer Track** |
| Project Name | **Synergy Sf Implementation** |
| Team Size | 4 |
| Role | Sf & SAP HCM Lead |

**Roles and Responsibilities:**

* Worked on Implementation of Successfactors Employee central and Goal & performance management
* Executed the project based on Sf **Bizx Methodology process**.
* Worked on provisioning system for activation of different Employee central and Goal & Performance scenarios
* **Implemented Employee central for all the scenarios like org chart, position Management and Absence management & Global employment process.**
* Configured multiple workflows for different Event reasons
* Developed **custom portlets** in (ESS) Employee self-service by using (MDF) Meta Data Frame work Objects
* Worked on **Goal and V11 Version Performance Management templates**.
* Configured Route Maps and defined different authorizations in XML process by using success factory
* Used standard and developed **custom Adhoc reports in Reporting**
* Involved in Interface of Employee central with ADP payroll by using Sf API’s

### PROJECT – XIII FROM MAR 2013 TO Jun 2013

|  |  |
| --- | --- |
| Client Name | **Dealer Track** |
| Project Name | **Synergy HCM Upgrade** |
| Team Size | 3 |
| Role | HCM Lead |
| SAP Environment | EHP-5,6 |

**Roles and Responsibilities:**

* Worked as a HCM lead on the Dealer track EHP 6 Upgrade
* Upgraded Existing SAP ECC to **EHP 6 and installed NW 7.31 portal**
* Replaced old EP portal with **NW 7.31 with all WEBDYNPRO Abap Screens**
* **New CORBU UI** is used for all **ESS and MSS applications** in Dealer Track
* Modified and enhanced all the WEBDYNPRO ABAP Screens like Personal profile, Time management, Benefits Enrollment Process, Payments.
* Integrated **ADP pay statements with single sign** **on** to ESS in order to view Paystubs by employee in ESS ADP Payments custom IView
* Developed and Enhanced MSS application and also replaced UWL with **POWL** for all requisitions approvals
* Developed an Enhancement not to **display Exempt Employees** in Approve working time screen
* Configured **OADP views** for Compensation Planning for Merit and Bonus plans in order to display the custom fields in the planning screen
* Personalized all the ESS and MSS webdynro ABAP applications as per the client requirement
* Configured **HR Enabled CATS for Leave request and CATS Integration and defined ICF services**
* Created a **custom IView for benefits documents** in ESS for users to go through before enrolling in to benefits plans.

### PROJECT – XII FROM DEC 2012 TO FEB 2013

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| --- | --- |
| Client Name | **IMG World** |
| Project Name | **UK Travel Schema** |
| Team Size | 3 |
| Role | HCM Lead |
| SAP Environment | EHP-5,6 |

**Roles and Responsibilities:**

* upgraded SAP ECC to EHP-6 and deployed new **ESS and MSS screens for Travel Management**
* Developed **custom process for Tax codes to support based on Trip schemas**
* Removed old method of Bar code process for travel receipts and provided attachment of receipts functionality in ESS
* **Integrated travel receipts with Open text Software** to store all the travel receipts
* Implemented **POWL (Personal Object work list)** for approval of Travel requests and receipts

### PROJECT – IX FROM DEC 2011 TO NOV 2012

|  |  |
| --- | --- |
| Client Name | **SAP LABS** |
| Project Name | **HCM Renewal 1.0 and Successfactors** |
| Team Size | 3 |
| Role | Demo Engineer |
| SAP Environment | ECC 6.0 with EHP-6 |

**Roles and Responsibilities**:

* **Worked on EHP-6 HCM Renewal 1.0 on the latest releases of SAP HCM and Integration of Successfactors With SAP HR Core System System**
* **Testing and Release of New SAP HCM SAP\_CORBU theme in ESS & MSS along with new features**
* **Integration of Successfactors with on premise SAP HCM Core solutions and Configuration of Successfactors system for POC’s(Proof of Concept)**
* **Configured and tested Bizx Mobile app’s for Jam and Requisitions in Android Phones**

Contributions:

* Worked on Successfactors **Org Chart reporting and execution of employee process from Org chart**
* **Worked on Successfactors Employee Central in the areas of Public Profile, Employee Information ,Personal Information, Talent profile, score card and Compensation Statement**
* Configured **Route Maps** and **Workflow's with different levels and defined to PMS and Compensation templates**
* **Worked on Hiring process and different actions in Employee central**
* Maintained the **employee details for Performance and Compensation Process**
* **Good Knowledge on Performance & Goal Management and Compensation Process for Merit and Bonus Plans**
* Good Knowledge on **Proxy Management**
* Configured **Employee files and customized Employee Central**
* Worked on **upload templates of all the required Successfactors fields data in to SF system**

**Successfactors Performance & Goal and Compensation Management**

* Worked on Creation of **Annual Performance and 360 degree templates and triggering to employees**
* Worked on **Team Rater and updated the ratings**
* Configured **Calibration Process templates in calibrating employees though drag and drop functionality**
* Worked on **Goal Plan by creating a new goal (Including Quarterly Performance process)and adding new goals from library**
* Worked on **Goal wizard by defining the attributes of the goal and define to a goal**

**Cascaded rated goals to employees through cascading process**

* **Worked on Configuration of Successfactors Compensation Plan templates, rating sources and Eligibility Rules, Guideline Matrix, column designer, Budgets and Instructional Text.**
* **Maintained Budgets at employee level. Employee level budget gets added up to obtain the organizational unit budget**
* **Worked on Eligibility rules for all departments and groups**
* **Worked on Column designer for Display of fields in SF screen for Compensation Planning**
* **Good Knowledge in processing of Successfactors end to end solution in Performance & goal and Compensation and Workforce Analytics**

### PROJECT – X FROM APR 2011 TO NOV 2011

|  |  |
| --- | --- |
| Client Name | **SAP LABS** |
| Project Name | **SAP LABS** |
| Team Size | 3 |
| Role | Demo Engineer |
| SAP Environment | ECC 6.0 with EHP-5 |

**Roles and Responsibilities**:

* WorkED on RFP’s (Request for proposals) on all the areas of SAP HR/HCM
* Building the POC’s (proof of concept) for the requested clients
* Building end to end solution along with developments for the proposals
* Making User documents and updating SAP Scripts based on EHP releases

Contributions: (Delivered POC’s in SAP)

* Developed ECM Enterprise compensation management system with different plans like Merit, regular, Bonus Plans for **Newyork life**
* Developed Talent Management and Performance Management process for Middle East telephone giant **ETISALAT**
* Worked on all the areas of Talent Management for **JetBlue Airways**
* Configured Bonus Compensation plans for **Golub Corporation**
* Developed Custom Compensation Process for **Neuberger Berman LLC**
* Worked on all the areas of SAP HR for **India Post** on both R/3 and Portal Systems
* worked on **Google** POC on HR forms and Process

### PROJECT – IX FROM SEP 2010 TO MAR 2011

|  |  |
| --- | --- |
| Client Name | **PerkinElmer, Inc.** |
| Project Name | **PerkinElmer** |
| Team Size | 7 |
| Role | Senior SAP HCM Consultant |
| SAP Environment | ECC 6.4 |

**Brief Description of Project:**

**PerkinElmer, Inc.** PKI is an American multinational technology corporation, focused in the business areas of human and environmental health, including environmental analysis, food and consumer product safety, medical imaging, drug discovery, diagnostics, biotechnology, industrial applications, and life science research.

**PKI** In the process of Business Reengineering and Effective HR Functions and its Operationsthey started to implement SAP HR modules phase by phase for all the employees across **36 countries**.

In the first phase PKI is making go live with **OM, PA, ESS & MSS** for all the countries and **ECM for US.**

**Roles and Responsibilities**:

* **Deployed SAP Best Practices for US on EHP4**
* Involved in consolidation & preparation of Business Blueprint document
* Involved in Play back sessions from offshore.
* Prepared documentation for Play back sessions and training Exercises for Users
* Prepared documents on Ceridian / sap field mapping for Master Data upload

**Contributions:**

**Organization Management:**

* Uploaded the organization units, jobs, positions, and task catalog and work Centers
* **Configured Matrix types for production departments for product reporting with different matrix models**
* Integrated **org structure with Enterprise structure** for display of Warning messages if wrongly hired persons to different org departments.

**Personnel Administration:**

* Configured global wide **Enterprise structure and personal structures** **including Asian and European Countries** as and when business authorities approve.
* Assigned the respective **Company Codes to Personal Areas**.
* Configured different **Payroll Areas and control records** for different pays.
* Configured **Employee Master Data** for all the countries screens and tested the process.
* Worked on **country reassignment action** for employees who move to other location on long durations.
* Configured **IT0007** (Planned Working time) for all the countries with different shift timings.
* Configured **IT0008** (Basic Pay), **IT0015** (Additional Payments for all the Countries.
* Configured 13 months pay for **China** and **Hong kong.**
* Enhanced **ANSAL** Calculation Component for all the required countries by Changing the

**IT0008 module pool Screens** especially for **Germany, china and UK**.

* Enhanced for copy of wage types from other country grouping to **Poland and Estonia**.
* Maintained country specific infotypes for **Asia and European countries**.
* **Personal Actions** are configured as a global template for all the countries.
* Prepared **Functional Specifications** for Custom infotypes and Z Reports.

**Payroll Interface**:

* All the employees **SAP Master Data** will be sent to **Ceridian for Benefits & Payroll** calculation.
* Built an **SAP Standard Payroll interface** with Ceridian for required data processing through **PU12 interface Tool Box**

### PROJECT – V11I FROM SEP 2010 TO OCT 2010

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| --- | --- |
| Client Name | [**Maxim Semi conductors**](http://www.bmc.org/about.htm) |
| Project Name | **Maxim POC** |
| Team Size | 3 |
| Role | Senior SAP HCM Consultant |
| SAP Environment | ECC 6.4 |

**Brief Description of Project:**

Maxim Integrated Products was established in 1983 and acquired Dallas Semiconductor in 2001.Maxim products are used in a wide variety of microprocessor-based electronics equipment. A sampling of the applications for our circuits includes consumer electronics, personal computers and peripherals, handheld electronics, wireless and fiber communications, test equipment, instrumentation, video displays, and automotive applications.

Maxim project plan is projected such a way that, it is to roll out in first phase with PA, OM,Talent management, ECM (Enterprise compensation Management) and Self Services with the presence of all Interfaces. Before start of project Maxim proposed paid proof of concept and wants to see how the SAP processes their needs in these areas of business.

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**Roles and Responsibilities:**

* Involved in installation of business packages for ECM and Talent management & closely worked with Portal and Basis.
* Supported to Portal team in achieving all the services for Talent Management and ECM.

**Contributions:**

**OM & PA**

* Deployed SAP Best Practices for **OM & PA** and modified according to maxim needs.

**PMS:**

* Configured **Predefined and flexible appraisal templates.**
* Worked on **OSA’s and defined 2 levels of appraisal process**.
* Configured **Qualification catalogs and defined Scale ratings.**
* Worked on **calibration grid process & Talent Assessment**.

**ECM (Enterprise Compensation Management):**

* Configured **Compensation Areas /Review items**.
* Configured two Compensation plans **Salary Adjustment and Fixed Salary Adjustment**.
* Salary Adjustment is processed based on the **Appraisal Process Ratings** given by the line manager**.**
* **MBO Appraisal templates** are used in **Matrix Dimensions** for salary Adjustment Plan**.**
* **Fixed Salary Adjustment** is given to all the employees in the organization with defined percentages.
* Configured Eligibility / Guide line Groupings.
* Configured First / Second Compensation Program Groupings for Macro Eligibilities.
* Defined **Pay Grade Structure and Pay scale Structure** and maintained to positions through **IT1005 (Planned Compensation)**.
* Configured **IT 0758 for Compensation eligibility process and IT0759 for Calculating compensation process with Apply Guidelines procedure.**
* Tested **IT0008 updating** with new Compensation amounts by Changing the status in **IT0759**
* Configured and processed **Appraisal models for Merit Compensation planning and reviews in** (**MSS)Manager self service**
* **Activated different work flow process for Notifications and UWL tasks.**

### PROJECT – V11 FROM MAR 2010 TO AUG 2010

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| Client Name | **John Deere** |
| Project Name | **John Deere E-Recruitment (Implementation)** |
| Team Size | 4 |
| Role | Senior SAP HCM Consultant |
| SAP Environment | ECC 6.4 |

**Brief Description of Project:**

John Deere consists of four major business segments (agricultural equipment, commercial & consumer equipment, construction & forestry and credit). Those segments, along with the support operations of parts and power systems, are focused on helping customers be more productive as they help to improve the quality of life for people around the world.

**Roles and Responsibilities:**

* Involved in installation of business packages for E-recruitment and closely worked with Portal and Basis.
* Supported to Portal team in achieving all the services in ESS & MSS.
* Given Functional Specs for Custom Adobe Interactive forms and workflows.
* Actively Participated in E-recruitment business process gatherings and training sessions.

**Contributions:**

**E-recruitment**

* Worked on **E-recruitment (EHP 604 with SP05)** in the areas of Manager Involvement, Requisition Management, Applicant Tracking, and Talent Warehouse.
* Worked on **NWBC (Net weaver Business Client)** and defined roles and authorisations where SAP E-recruitment portal is accessed through NWBC by users.
* Configured **Requisition management** where the line managers raises a requesition form in MSS (Manager self service) with all the inputs in **Adobe interactive forms** and send it higher level managers For approval along with the intimations to support groups for the further process.
* Configured Application Entry process in **ESS (Employee self service)** and attachment of Profiles for internal employees Job postings
* Worked on **HRAS (HR Administrative services module)** for **ISR** scenarios configerations in requesition management.
* Configured **Questionnaires templates** for candidate assessment and assigned to candidate in the process template.
* Worked on activities like **resume** **parsing, external candidate registrations**, Application Entry, Prequalification, Selection, **Offer Phase, and Rejections.**
* Worked on **Recruiters dashboard** as a point of entry for their daily work,various predefined queries are available to recruiters, providing them with an overview of their most important key objects such as requisitions, **job postings, applications, and activities**.
* Worked on **Activity management** like Acknowledge Candidate, Invite to Telephone Interview, Request Questionnaire & Correspondence rejection, and Extend Offer.
* Worked on **Process templates** in which the process templates define the levels of interviews done in recruitment process and assigned it to job postings.
* Worked on **Recruiter requisitions** for display of fields and **posting of requisitions** for both external and internal candidates.
* Worked on **Workflow activations** and assigned task groups (object type **TG**) to higher level positions for **approval and rejections** of requisitions raised by line managers.
* Configured support groups for each respective location and defined in requisition forms for approvals and intimations of requisitions.
* Performed **PA48 actions** for the candidates who are transferred from E-rec system and ready to hire.
* Worked on **reporting and monitoring tools** like deletion of requisitions and deletion of External candidate’s registrations and change of support groups etc.
* Assigned roles and authorizations to users like internal candidates Recruiters, Recruiting Admistrators, Managers, Data entry clerks and restricted recruiters.

### Project V 1 FROM JUN 2009 TO FEB 2010

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| Client Name | **JOHN DEERE** **(Implementation & Support)** |
| Project Name | **JOHN DEERE JDEPL** |
| Team Size | 4 |
| Role | Sap HCM senior Consultant |
| SAP Environment | ECC 6.4 |

**Brief Description of Project:**

John Deere consists of four major business segments (agricultural equipment, commercial & consumer equipment, construction & forestry and credit). Those segments, along with the support operations of parts and power systems, are focused on helping customers be more productive as they help to improve the quality of life for people around the world.

John Deere SAP HR was a recent go live and the main object of this project is to support **OM, PA, Time management ,Payroll Interface and ESS,MSS.** Along with this support there are some objects which were developed in our support time.

**Roles and Responsibilities:**

* Worked as **lead and business analyst** in requirements gatherings from the business people.
* Analyzing of requirements and allocating the developments and changes to the existing structures to the team.
* Attending calls with onsite team and interacting about the changes to the module owners.(HRTPI)
* Capturing and tracking of all the configurations and change requests through **share point tool**.
* Involved in consolidation & preparation of Business Blueprint document
* Prepared configuration documents and ender user manuals.
* Given training to Business users in OM, PA, Time Management and ESS and MSS.
* Responding back to the user when an issue/ticket is raised after go live.
* Resolving the issue/ticket as per the business requirement within the SLA period.

**Contributions:**

**Organization Management**

* Uploaded the organization units, jobs, positions, and task catalog and work Center as per the client requirement.

**Personal Administration**

* Configured **Enterprise Structure, Personnel Structure and pay scale structure.**
* Configured number range intervals for personnel numbers and maintained feature **NUMKR** for default personnel numbers.
* Defined Employee Attributes, **Administrator Groups and Administrators.**
* Defined **Payroll Areas** and assigned relevant Period Parameters, Date Modifiers and created **Control Records.**
* Involved in creation of Info groups and Info type menus, with **IGMOD** feature.
* Maintained features Like **ABKRS and PINCH** for defaulting payroll areas andadministrator groups.
* Worked on screen modifications according to the client requirement.
* Configured various Personal Actions like **Hiring, Promotion, Change of pay, Termination, STD’s and LTD’s.**
* Configured 0008 (Basic Pay) for different groups and levels.
* Developed and designed **FDD’s (Functional design documents)** for Interface Programs to third party **Payroll system** **‘ASCENT’**.
* Tested Audit **programs** for Audit of **SAP Master Data** before sending to third party payroll.

**Time management & ESS and MSS:**

* **Configured Work schedules**, **Quota**s for different employee groupings in Factory
* Worked on **both negative and positive time evaluations**
* Involved in Building of **Interface to 3rd party time machine** and SAP Time management
* Developed and tested **Exception report** which is a input for payroll
* Worked on **Shift planning process and substitution process** for different shifts in plant.
* Configured **Time manager’s work place** for change and update of employee master data to **shift supervisors**
* Configured quotas to display in **ESS for leave booking** and approval process in MSS
* Involved in development of **new services** in ESS and MSS for Time management and personal administration module.
* Configured Custom Evaluation paths in MSS for reporting through Zservices.

### Project V FROM JAN 2009 TO JUN 2009

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| --- | --- |
| Client Name | **PURDUE UNIVERSITY** **(US Payroll Support)** |
| Project Name | **PURDUE ONE AMS Project** |
| Team Size | 2 |
| Role | Senior Sap HCM consultant |
| SAP Environment | ECC 6.0 |

**Brief Description of Project:**

Purdue currently ranks 66th among America’s Best 100 Colleges Though Purdue offer many diverse majors, it is perhaps best known for the [Purdue University College of Engineering](http://en.wikipedia.org/wiki/Purdue_University_College_of_Engineering). With its highly competitive [engineering](http://en.wikipedia.org/wiki/Engineering) curriculum and its leading programs in [aviation](http://en.wikipedia.org/wiki/Aviation) and [aerospace](http://en.wikipedia.org/wiki/Aerospace), Purdue is often regarded as one of the top technology schools in the world. The university was responsible for developing several innovations, such as the [Wiki](http://en.wikipedia.org/wiki/Wiki), and produced pioneers of robotics and remote control technology.

This project covers the application support for SAP-HCM module with focus on Global employment and Concurrent Employment (CE). The modules in scope are Organizational Management, Personnel Administration, and Time Management & Payroll (US).

**Roles and Responsibilities:**

* Involved in discussions with onsite team about the daily issues.
* Assigning of technical work to technical team with FDD’s.
* To resolve the issue/ticket as per the business requirement within the SLA period.
* To enhance the functionalities as per the business requirement
* To maintain the Issue tracker with details of resolution for statistics & reporting purposes.

**Contributions:**

* Worked on interface to third party time machines **‘Time Link’** for Time recording.
* Worked on **Payroll-CE issues and building interfaces** with External Time Recording systems.
* Solved issues in **Payroll for Generation of 3PR document** (third party remittance documents).
* Capturing of new date when new Govt Process.
* Configured new **FMLA reasons** and assignments to rules.
* **Evaluated US Payroll Concurrent employment tax calculation Sub schema with custom PCRS.**
* Worked on Issue related to **Payroll technical wage types /NG3 and /N03**.
* Worked on **Zero Net issue in Postings after the payroll Run**.

### PROJECT 1V FROM OCT 2008 to JAN 2009

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| --- | --- |
| Client Name | **YTPL (Internal Implementation)** |
| Project Name | **YTPL Professional Services** |
| Team Size | 6 |
| Role | Senior HR Functional Consultant |
| SAP Environment | ECC 6.0 |

**Brief Description of Project:**

The purpose of the Professional Services project is to get the Resource wise and Project wise profitability statistics. In this objective, SAP CATS (Time sheet) and the Travel Management modules in HCM were implemented along with modules like FICO, MM and SD. Following are the sub modules of SAP-HCM implemented in this project;

SAP-CATS were used to get project wise consulting hours and Travel management for project wise travel cost.

**Roles and Responsibilities:**

* To collect the business requirements from the business process owners
* To consolidate & prepare the Business Blueprint document with AS-IS and TO-BE processes
* To complete the system configurations within the project timelines
* To train the core team & end users on the SAP HCM processes
* To co-ordinate with other functional modules in achieving the project objectives
* To prepare the end user and configuration documents
* To participate in Project team meetings.

**Contributions:**

**Organization management:**

* Configured Project Matrix Organization for org units and positions
* Project matrix organization work describes alternating groups of employees who work together in areas Of different projects
* An employee can belong in part to a project. His or her position does not, therefore, have to be assigned 100% to a project in reporting for billing purpose

Personnel administration:

* Configured Enterprise Structure Personnel Structure
* Configured number range intervals for personnel numbers and maintained feature **NUMKR** for default personnel numbers.
* Defined Payroll Areas and assigned relevant Period Parameters, Date Modifiers and created Control Records.
* Configured various Personal Actions like Hiring, Promotion, Change of pay, Termination.
* Creation of Info groups and Info type menus, with IGMOD feature.
* Maintained features Like **ABKRS** and **PINCH** for defaulting payroll areas and administrator groups.
* Configured and maintained the Mini Master Data as per the Project requirement.

Time management(CATS) :

* Worked on Configuration of CATS for transferring of hours to controlling through CAT7.
* Configured Attendance types to differentiate the no of working hours for onsite, offsite and off shore.
* Configured work Schedules for the support of Attendance types.

**Travel Management:**

* Configured Trip provision variants, and defaulted them with **TRVCT** feature.
* Configured **employee groupings** for reimbursement and for travel expense types.
* Created various expense types, for the purpose of the **expense segregation**.
* Setting up the various limits for the expense types based on **designation wise** and **location wise**.
* Setting up of the limits for the Accommodation and the Reimbursement for the **Travel costs**.
* Configured **TRVPA** Feature for Travel Expenses Parameters like Integration of Travel Expenses with Payroll , Check of settlement period entered against the period of the personnel control record and Credit card clearing.
* Worked on posting of the Expenses to the Different **G/L accounts**.
* Employee is treated as **vendor**, and configured vendor groups and **vendor accounts** through standard program.
* Worked on **Credit card clearances**(Corporate card liability)
* Worked on reports like Trip sheet and Travel expense sheet.
* Booked travel expenses against WBS Element.

### Project III From Aug 2007 TO Nov 2008

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| Client Name | **HRMS (Implementation)** |
| Project Name | HRMS |
| Team Size | 28 |
| Role | HR Functional Consultant |
| SAP Environment | ECC 6.3 |

**Brief Description of Project:**

**IBM HRMS:** In the process of Business Process Reengineering and Effective HR Functions and its Operations IBM Global has initiated HRMS project worldwide, the scope is to implement All SAP HR modules phase by phase for over 500,000 employees across 72 countries.

IBM HRMS is the **2nd Largest Global SAP HR implementation** in the world and one of the nine super initiatives of IBM Global. Project plan is projected such a way that, it is to roll out in first phase with PA, OM, Payroll, Time, Workflow and Self Services with the presence of all Interfaces., later in phase-2, rest of the SAP HR Modules like E-Recruitment, Training & Development and Travel management.

**Roles and Responsibilities:**

* Co-coordinated with other functional modules in achieving the project objectives
* Worked on end user and configuration documents
* To complete the system configurations within the project timelines
* Participated in Project team meetings.

**Contributions:**

**Travel Management**

* Configured Reservation systems, Sales offices and Queues.
* Configured Setting up of RFC destinations for Interfaces to External Systems.
* Configured **IATA Locations**.
* Configured Travel Service Providers.
* Assigned Travel Planning to Travel Expenses.
* Integration of Travel Management with pay roll through feature TRVPA.
* Assigned Travel Profile through feature **TRVCP**
* Created Wage types for Travel Expenses.
* Maintained Sub Schema UREI for Travel Expenses in Schema U000.
* Expertise in posting of Travel Expenses to FI.
* Maintained HR Master Data Info types for Travel Management.
* Performed Actions for Travel Management.
* Worked on Integration with **Cats.**
* Worked on Configuration of Off Cycle Pay roll for Travel Expenses.

**Enterprise Compensation Management:**

* Defined compensation areas and the feature **CARGP**
* Assigned **Budgeting** For Various Org Units, and Departments through BSP’s.
* Configured **compensation Plans and Reviews** for Employee groups in the Plans.
* Configured Eligibility **Rule variants**, Eligibility groupings
* Worked on **Matrix Dimensions**, in declaration of Compensation hike.
* Worked on Long term Incentive plans **Vesting**.
* Configured Salary Surveys, Pay Grades and Levels, and Job Evaluation Data, in Job Pricing.
* Configured Info types like **1005, Planned Compensation** and 1050, 1051 for Job’s.
* Maintained HR Master Data Info types Like 0758, 0759, 0760, and 0761.

### Project II From Oct 2006 TO Aug 2007

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| --- | --- |
| Client Name | **Sprint Corporation (Implementation)** |
| Project Name | Sprint |
| Team Size | 24 |
| Role | HR Functional Consultant |
| SAP Environment | ECC 5.0 |

**Brief Description of Project:**

**Sprint Corporation** is a US $28 billion company, engaged in Telecom services sector and employs over 65000. Sprint offers a comprehensive range of wireless and wire line communications services bringing the freedom of mobility to consumers, businesses and government users. Sprint is widely recognized for developing, engineering and deploying innovative technologies, including two robust wireless networks serving approximately 54 million customers at the end of 2007; industry-leading mobile data services; instant national and international push-to-talk capabilities; and a global Tier 1 Internet backbone

**Role and Responsibilities:**

* To complete the system configurations within the project timelines
* co-coordinated with other functional modules in achieving the project objectives
* prepared the end user and configuration documents
* Participated in Project team meetings.

**Contributions:**

**Time Management:**

* Configured the public holidays, holiday calendar and factory calendar according to Client requirements
* Configured the work schedules like **Break, Daily, periodic** work schedule and maintained **work schedule rules** according to client requirements.
* Maintained the feature **SCHKZ** for defaulting work schedule rule.
* Maintained the feature **QUOMO** for quota generation.
* Maintained the features like **WWEEK & TMSTA** to default the working week and time management status in **0007** info type.
* Configured **attendance/absence types** and time quotas.
* Configured counting rule and deduction rule as per the client requirement.
* Configured Family and Medical Leave Act (**FMLA**) reasons and Rules.
* Maintained the **Schema TM04** for negative time evaluation results.
* Modified SUB SCHEMA like **TW15** for overtime X hours per day, and Modified PCR **TR11 for comp-off.**
* Written the **PCR’s** for the various scenarios as per the client requirements, like

**Quotas carry forward.**

**Payroll US:**

* Configured the payroll area and assigned period modifiers and date modifiers maintained the feature **ABKRS** to default payroll area.
* Configured Control records.
* Configured payroll structure.
* Maintained the features **TARIF, LGSMT & ANSAL** to default pay scale data, wage type model and annual salary.
* Maintained the info types like Basic Pay (0008), recurring payments and deductions (0014) & additional payments (0015).
* Maintained the wage types for the **absence valuation (paid & unpaid)** and defined the counting classes for the absences in T554E.
* Worked on **Quota compensation** and written a **PCR.**
* Maintained **Payroll processing classes** for the respective wage types.
* Worked on **Garnishments** document’s and **order types.**
* Worked on **Benefits Integration** with **payroll** by assigning wage types to benefit plans.
* Configured Family and Medical Leave Act (**FMLA**) reasons and Rules and assigned to Absence types.
* Configured **Off Cycle payroll** for different immediate payments.
* Worked on Short/Long-Term Disability **(STD/LTD)** Plans
* Involved in **Posting of results to Financial Accounting**
* Worked on **third party payroll interface to ADP** in sending the SAP data for payroll processing.

### PROJECT I FROM JUN 2005 TO SEP 2006

|  |  |
| --- | --- |
| Client Name | **Ergon Inc (Implementation)** |
| Project Name | ERGO |
| Team Size | 12 |
| Role | HR Associate Consultant |
| SAP Environment | ECC 5.0 |

**Brief Description of Project:**

**Ergo,** operates in six major business segments: asphalt and emulsions; information technology (embedded computing); oil and gas; real estate; refining and marketing; and transportation and terminaling. In addition to providing a range of petroleum products and services, the company manufactures and markets computer technology services and sells road maintenance systems, including emulsions and special coatings. Ergon also provides truck, rail, and marine transport services and sells residential and commercial real estate properties.

**Role and Responsibilities:**

* To complete the system configurations within the project timelines
* To co-coordinate with other functional team members in achieving the project objectives
* To prepare the end user and configuration documents
* To Participate in Project team meetings

**Contributions:**

**Organization Management:**

* Configured the organization units, jobs, positions, and task catalog and work Center as per the client requirement.
* Maintained the **relationships** among the objects.
* Maintained the number ranges for the **organization units.**
* Executed integration program R**HINTE20 to sync the data**
* Moving of **ORG Structure through RHMOVE30.**
* Maintained Info types like 1003, 1007, 1008, 1010, 1011,1013,1028,1032.
* Created **Custom** Info types as per the Client requirement.

**Personnel Administration:**

* Configured **Enterprise Structure, Personnel Structure and pay scale structure.**
* Configured number range intervals for personnel numbers and maintained feature **NUMKR** for default personnel numbers.
* Defined Employee Attributes, **Administrator Groups and Administrators.**
* Defined **Payroll Areas** and assigned relevant Period Parameters, Date Modifiers and created **Control Records.**
* Configured and maintained the Master Data as per the Client requirement.
* Involved in creation of Info groups and Info type menus, with **IGMOD** feature.
* Maintained features Like **ABKRS and PINCH** for defaulting payroll areas andadministrator groups.
* Worked on screen modifications according to the client requirement.
* Configured various Personal Actions like **Hiring, Promotion, Change of pay, Termination, STD’s and LTD’s.**
* Configured **Custom** Info type according to client requirement.

**Personnel Development:**

* Worked on creation of Qualifications and Qualification catalogs and assigned to positions.
* Configured general appraisals.
* Maintained Master Data info type 0024,0025