

Resume – Atul Nikam

Human Resource Management

Education

DLL, (Year 2019) – 1st Class
Rayat Shikshan Sanstha, Satara.

MSW-HR, (Year- 2017) – 1st Class
Shivaji University, Satara.

BSW, (Year- 2014) – 1st Class
Shivaji University, Satara.

HSC, (Year- 2010) – 2nd Class
Shivaji University, Satara.

SSC, (Year- 2007) – 2nd Class
Shivaji University, Satara.

Certification

SAP Success Factor Employee Central (Consultant)

Certification ID: P2005390313

Verify: <https://www.credly.com/go/HeKfbob4>.

Govt. Certified Labour Welfare Officer

Skills

HRIS Implementation

SAP Success Factor EC

DarwinBox HCM – Multiple Module

Others-

HR Data Analytics

Talent Management

Budgeting

Strategic Thinking

HR Technology & Digitalization


Leadership

Business Process Mapping

MS-Office

Contact

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 +91 7769949922

Address-

PA- 284 Yadogopal Peth, Satara

CA- Ambegaon, Pune



Professional Experience

Praj Industries Limited (May-2023 to Till)

Senior Executive Corporate HR & HRIS Implementation

Tsubaki Conveyor System India (Sept 2021 to May 2023)

Executive HR & Administration

Thermax Limited (May 2019 to Sept 2021)

Executive Factory HR & ER

Bharat Gears Limited (Aug 2017 to Apr 2019)

Executive HR & Administration

Technical Proficiency

Implementation/ Configuration of HRIS Software (**SAP SF EC & Darwin Box HCM**)

- Data Models, Foundation Objects, MDF & Generic Object Configuration, BPM (Business Process Mapping).
- Workflows (Approval, Delegation & Escalation) Configuration, Employee Data Management, Position Management, Events & Event Reason Derivation.
- Role Base Permission Configuration.
- Configuring Employee files/people profile and customizing of Employee Central Portlets like personal info job info etc.
- Manage Business Configurations, Configure Business Rule.
- Documents Generation, Standard & Custom Object Configuration, Picklist Management.
- Organizational, Functional & Position Structure Configuration.
- Standard & Ad hoc Report, Integration.

Functional Proficiency

- Employee Life Cycle - Recruitment, Onboarding & Offboarding, Preparing Offer Letter & Appointment Letters, Workforce Management.
- Payroll Processing- Onroll & Third Party, Full & Final Settlement, Payroll Compliance. Bonus & Gratuity.
- Manpower planning, Succession Planning, IDP, Talent Retention, Employee-Manager Review Mechanism.
- PMS, LMS, Reward & Recognition.
- Statutory Compliance management. Liaisoning with government Authorities.
- Analytics Report & MIS- Attrition, Job Levels, Compensation.
- Leading in HR Digitalization and Process mapping into HRIS.
- Employee Grievance Management, Union Management.
- Contract Labour Agreement, Union Agreement.