



SOURAV SARKAR

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Profile

- I am an accomplished SAP SuccessFactors Consultant with a proven track record of over 1.5 years, specializing in the Employee Central module. My expertise encompasses successful completion of an implementation project and providing support for another. My skill set includes adeptly analyzing client needs and tailoring system configurations to meet their requirements. I bring valuable experience in efficiently managing data conversion activities for the SuccessFactors platform.
- In addition to my consulting background, I have garnered 3 years of comprehensive experience as an HR recruiter. This role has allowed me to excel in various facets of talent acquisition, including sourcing from internal and external channels, conducting cold calls, managing offers, and fostering employee engagement. By aligning my efforts with the organization's strategic objectives, I have consistently maximized both employee and organizational performance.
- My professional journey reflects a commitment to delivering impactful results in SAP SuccessFactors consulting and HR recruitment. My holistic skill set, encompassing technical proficiency and strategic human resources expertise, positions me as a versatile and effective contributor.



Education

KOLKATA (WEST BENGAL), INDIA

Finance and Accounting | Bachelor of Commerce
Heramba Chandra College (Calcutta University)

MUMBAI, INDIA

Human Resources | PGDM
Welingkar Institute of Management and Human Resource Development



Proficiencies Encompass

- Configuring Data Models to suit specific requirements.
- Utilizing Picklists for efficient data management.
- Orchestrating Workflows to optimize processes.
- Expertise in MDF (Meta Data Framework) and Legacy Objects.
- Seamlessly Importing and Exporting Employee and Object Data.
- Mastery in Advanced and Ad-hoc Reporting for insightful insights.
- Configuring Permission Roles and Groups to ensure appropriate access.
- Synchronizing HRIS data for seamless integration.
- Implementing Business Rules to streamline operations.
- Deriving Event Reasons for Core HR processes.
- Managing Alerts and Email Notifications for effective communication.



Proficiencies Encompass

- Overseeing SAP Release Management for system updates.
- Ensuring Pre-validation to enhance data accuracy.
- Conducting Data Cleansing to maintain data integrity.
- Updating Workbooks for accurate data representation.
- Utilizing Mapping Templates for efficient data transformation.
- Performing Post-load Validation to verify data accuracy post-import.



Work Experience

04/2022 – PRESENT KOLKATA, INDIA

Analyst
Deloitte

Job Responsibilities:

- Engaged since January 2022 in a substantial SuccessFactors implementation project for a prominent global industrial supplies and equipment provider, catering to a user base exceeding 33,000.
- Skillfully executed meticulous Employee Central configurations tailored to seamlessly align with the client's distinct requirements.
- Played a pivotal role in supporting sprint demos and playback sessions, facilitating effective communication of implemented configurations.
- Guided essential data conversion activities, spanning pre-validation, data loading, and post-validation stages, vital for the success of mock cycles.
- Dedicated efforts from April 2022 to December 2022 to a compelling SuccessFactors support project for a global client in the specialty chemicals domain, encompassing a user count of 30,000.
- Swiftly and effectively addressed issues within the live system, contributing to seamless operations.
- Led the implementation of transformative changes for the Employee Central module, significantly enhancing system functionality.
- Conducted comprehensive impact analyses for biannual SAP releases, followed by rigorous testing and seamless integration of release changes into the HRIS System.
- Demonstrated proficiency in generating Ad-hoc and Canvas reports, aligning perfectly with specific requirements.
- These immersive experiences have bolstered my technical prowess within the SuccessFactors landscape, fostering the refinement of problem-solving skills and the ability to drive meaningful change within intricate HRIS environments.

12/2018 – 03/2022 KOLKATA, INDIA

HR Analyst
Capgemini



Work Experience

Job Responsibilities:

- Source and acquire talent externally from platforms like LinkedIn, Indeed.com, Naukri.com, and Internshala.
- Develop and execute HR strategies and initiatives in alignment with the overarching business strategy.
- Foster harmonious management and employee relations by effectively addressing demands, grievances, and concerns.
- Conduct HR interviews, specifically for candidates who have advanced through the Technical Round.
- Thoroughly verify essential documents to facilitate the seamless progression of the recruitment process.
- Collaborate with HR personnel to gather comprehensive market salary data.
- Assist in planning and orchestrating company events.
- Prepare and dispatch offer and rejection correspondence to candidates.
- Ensure clarity of job roles, responsibilities, project details, and client interactions through "Post Offer Engagement" Calls.



Extra-curricular Activities

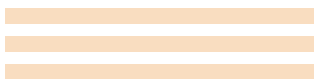
- Crafting compelling travel content as a content creator for Telegraph, showcasing destinations and narratives that captivate and inspire.
- Flourishing as a Radio Jockey, honing my skills under the expert guidance of the Academy of Broadcasting, engaging and entertaining audiences with my distinct voice and charisma.
- Exploring the depths of scuba diving, delving into underwater worlds and embracing the beauty of marine environments.
- Expressing creativity through wall painting, transforming blank canvases into vibrant and visually captivating artworks.



Languages

– LANGUAGES

English
Hindi
Bengali



Strengths

Analytical Thinking

Responsible

Attention to Detail

Critical Thinking

Problem Solving

Technical Proficiency

Adaptable

Networking

Time Management

Communication Skills



Hobbies



Exploring distant
lands



Getting lost in a
good book



Capturing moments



Feeling the music



Every kind of sport