Ganeshan Divya

Email Id: divyapillai570@gmail.com

Mob no: 9632190045

Success Factors Associate Consultant

CAREER OBJECTIVE

•Having 3 years of experience into Success Factors Employee Central (EC), 2yrs expeience in Hr Recuiter.

•1 implementation & 1 support experience in Success Factors Employee Central & Time Off

•Worked on Provisional system in Creating Instance with Company settings option

•Created Super admin, Security Admin and Admin User

•Worked on Role Based Permissions (RBP) as per the client’s requirement

•Worked on Data models like Succession, Corporate and Country Specific Data models

•Customized the fields for MDF foundation Objects, Foundation Objects and Generic Objects as per the client’s requirement

•Customized Fields and Foundation objects in XML Source View and Table View

* Worked on standard Reports & Ad Hoc Reports
* Worked on Time Off
* Good understanding of business processes across various industries
* Well organized track record that demonstrates self-motivation, creativity, and initiative to achieve both personal and corporate goals
* Involved in workshop & good understanding of client requirements.
* Excellent teamwork, interpersonal skills, and ability to communicate with all management levels

Professional Experience

* Working at Psinyx Technologies Pvt Ltd from Aug 2019 to July 2022
* Worked at Macropace Technologies Private Limited as HR Recruiter from Oct 2017 to June 2018
* Worked at Maintec Technologies Private limited as HR Recruiter from July 2016 to June 2017

Project Summary:

Project 1:

Duration : Aug 2019– July 2020

Designation: Associate Consultant (Success Factors- Employee central)

Role : Support, Enhancement & Testing for one of the major retail company of Finland

Responsibilities:

* Supporting EC module,Contingent Workers and Time Off.
* Handling all kinds of tickets (Incident management tool- Service Now and BMC Remedy tool) and CRs related to Data models, Business Configuration, Object Definition, Workflows, Event, Event Reasons, Pick list, RBP related tickets etc.
* Works on Imports and Data Migration
* Creating the work orders for the contingent workers.
* Worked on Organization Structure changes (Sub Project)
* Worked on Customization MDF Objects/ Generic Objects, Associations and MDF Pick lists
* Configuration of Business Rules
* Supporting Global assignment related tickets
* Handles Position management incidents
* Configured Holidays, Holiday Calendar, work schedules in Time off.
* Worked on Time profile, Time Types and Time Account types.
* Involved in the instance refresh from PROD to DEV and Tests systems.
* Worked on integration center and manage job schedule (Provisioning)
* Involving in Year End activities
* Worked on Reports (Ad Hoc & ORD)
* Coordinating with other module’s teams regarding integration related tickets
* Participated in Unit Testing, UAT along with client
* Preparation of Documents on Change Requests
* Involves in Daily status calls and Weekly calls with SAP and Business
* Worked on Reporting in Canvas.
* Enabled EC Time off module in the provisioning
* Creation of new holiday, Holiday Calendar, Work schedule, Day model, Period model & Schedule model
* Creation of New Time account type, time type, time type group Time type profile, Time information default. Time valuation

Project 2:

Duration : Aug2020 to July 2022

Designation :Sr. Analyst (Success Factors- Employee central)

Role: Worked inSF-EC Implementation & support team for one of the Dutch multinational dairy cooperative which is based in Amersfoort, Netherlands.

Responsibilities:

* Involved in Conducted workshops on Business Requirements and Blueprinting
* Worked on Iteration Phase 1, 2 and 3 right from gathering requirement till Go Live.
* Implementation sequence 16-steps
* Hands on in XML Configuration like Corporate Data Model, Succession Data Model, Country Specific Corporate Data Model, and Country Specific Succession Data model.
* Worked on Manage business Configuration and Manage Mass changes.
* Good in Writing Rules in Propagations Rules Data model.
* Writing Business Rules and Associations.
* Worked on Event Reason & Workflows.
* Maintain & scheduled HRIS mappings & HRIS sync between EC and EP as per the customer requirement
* Configure the Pick lists Management, Company Settings, Company Logo settings, Global Assignment etc.,
* Roles Based Permissions, Proxy Management and Security Setup
* Worked on Customization MDF Objects/ Generic Objects and MDF Pick lists.
* Configured custom portlets using Meta data framework as per the requirement.
* Worked on Text Replacement & Document Generation
* Configured the Role Based Permissions by creating Permission Group, Roles and assignment based on requirement.
* Activating success factor mobile app through Instance and Enable Mobile Features for users
* Familiar with the processes in creating/generating the Standard and Ad Hoc Reports
* Test the Event Reasons, Propagation, and Workflowsetc.
* Involved in Regression Testing
* Involved in Daily Calls, Metrics presentation on project status to the client and project team.

**Company : Macropace Technologies Private Limited October 2017 to June 2018**

**Designation: HR Recruiter**

**Roles and Responsibilities:**

*  Screening and matching the profile with the skill.
*  Responsible to understand and analyze the requirements in different domain categories.
*  Speaking to candidate taking initial phone screening, understand their competencies &amp; skill sets.
*  Coordinating, Scheduling &amp; onbording the candidates
*  Keeping Track of Responses &amp; Short listing Profiles.
*  Knowledge on submitting the candidate’s profile to managers with proper information like Contact details,
* Availability, Rate, current location experience on the required skill of the consultant.
*  Cross checking with resumes and make sure that the resume matches with the desired skill sets of the
* requirement.

**Company: Maintec Technologies Private Limited**

**Designation: HR Recruiter July 2016 to June 2017.**

**Roles and Responsibilities:**

* Handling end-to-end recruitment.
* Understand the Project Requirements.
* Interacting with the clients for better understanding of requirements.
* Sourcing the Quality and Suitable candidates from the target Companies with the help of Resources Provided.
* Sourcing the Candidates through Job Portal like Naukri, Monster.
* Sourcing and screening profiles as per requirement.
* Coordinating in weekday and Weekend Drives.
* Screening the Candidate based upon the Educational qualification, Technical skills, Communication skill and experience.
* Creating the Database skill wise against given Requirement
* Formatting the candidate profile as per client requirement.
* Searching resumes through internal databases, references and external entities like Boolean searches, Mass Mailing through job boards, Job Posting, LinkedIn searches.
* Coordinating the interviews of candidates with the client.
* Scheduling and Tracking the Shortlisted Candidates for the Interview.
* Responsible for tracking the offered Candidates until Joins the Organization.
* Maintaining the Trackers & Reports of the Candidates.
* Communicating to candidates to find out their suitability as per requirement and also to know their interest.
* Recruiting appropriate candidates for Contract, Contract to Hire & Direct Hire job orders
* Perform HR discussions – perform a preliminary HR pre-screening and the final HR discussion to negotiate and close offers
* Offer and follow up –Have a close follow up with the candidates until they join
* Reporting to manager.
* Coordinating with seniors for HR related activities.

Academic Details

* M.B.A From Sree Vidyanikethan Institute of Management, Tirupati, 2016
* B.Tech From Sree Vidyanikethan Engineering College,Tirupati, 2014

Personal Details

* Nationality : Indian
* Marital Status : Married
* Date of birth : 05-03-1992
* Languages known : English, Telugu ,Tamil

Declaration:

I do hereby declare all the above information is true my knowledge &belief.