

PÉTER MATAVOVSKY

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STUDIES:

2012-2014 Budapest University of Technology and Economics

Master of Work and Organizational Psychology

2009- 2012 Pázmány Péter Catholic University

Bachelor of Psychology

EXPERIENCE:

2015.October-

Schindler Management AG(Paris, France): **Global HRIS Expert**

In my current role I provide support and training for HR Keyusers worldwide in the topics of:



- SuccessFactors Performance and Goals
- SuccessFactors Succession and Calibration
- SAP eRecruiting
- SAP LSO
- SAP PA/OM
- Authorization/Role management
- Reporting
- HR Interfaces(payroll, field ops. Directory, identity management)

In addition to these tasks, I am driving continuous improvement initiatives in synchronizing the system performance with the demands of the business. I perform data integrity checks and share best practices with the HR users.

2015.May-September

Tetra Pak Service Center Europe: **People Development Specialist**

- Managing Goal and Performance management module of SuccessFactors for approximately 7500 employee throughout Europe.
- Acting as a system Super user for HRIS platform, conducting webinars and face to face trainings for HR personnel, line managers and other stakeholders.



- Supporting PM business processes, conducting regular data checks and reporting, launching and coordinating supporting campaigns, creating training materials.
- Serving as first point of contact for Successfactors or PM related questions.
- Liaising with Successfactors support team and submitting system enhancement and customization requests.
- Designing and implementing learning interventions
- Managing the soft skill and technical learning portfolios
- Supporting and educating managers in Learning, Performance management, and Employee Development.
- Supporting HR Business Partners in Learning, and succession planning processes.
- Financial reporting and training account management
- Participating in the development/improvement of new learning products/e-learning
- Monitoring and analysing learning metrics(satisfaction, impact, ROI)

2014. January-2015.April

Tetra Pak Service Center Europe: ***HR associate People Development***



- Managing end to end training organization in 31 countries and 39 market companies.
- Managing Goal and Performance management module of Successfactors for approximately 7500 employee throughout Europe.
- Acting as a system Super user for HRIS platform, conducting webinars and face to face trainings for HR personnel, line managers and other stakeholders.
- Supporting PM business processes, conducting regular data checks and reporting, launching and coordinating supporting campaigns, creating training materials.
- Serving as first point of contact for Successfactors or PM related questions.
- Liaising with Successfactors support team and submitting system enhancement and customization requests.
- Delivering introduction trainings to new members of the SSC

- Updating and maintaining the performance management system and serving as a subject matter expert for managers HR Business Partners and employees.
- Conducting webinars for line managers in the topics of Performance management, Employee development.
- Acting as an advisor for line managers and HR BPs in the topics of competence development and learning.
- Training account management-training budget tracking for designated market companies.
- Acting as a system trainer for managers in the topics of performance management and learning management
- Acting as a project member in process implementation and country integration and supplier management projects.
- Liaising with global training suppliers.

2013. June-December

E.ON Hungária ZRT. Business Services Center: **HR Associate**



- Recruitment and selection: Managing job postings on internal external career sites.
- Training: Organization, purchasing and delivery management of training programs.
- SAP Master Data maintenance and reward administration.
- Assessment Centers: Coordinating and Facilitating AC and DC events. Designing and writing new Assessment Center tasks based on the company's existing competence framework.
- Supporting HR Business Partners and HR Specialists in organizational development projects (LEAN implementation in HR Services, Integration of employees with altered work ability, Employer Branding).

2012-2013(8 months)

Matt-OD. Kft:

- Designing and writing soft skill training materials for air traffic controllers.
- Training assistance on training events.

2011.(7 months)



SHL Hungary Kft. Trainee:

- Supporting Assessment and Development Centers of major companies in an assessor/moderator role.
- Being the first point of contact for clients in case of online personality measurement tools.

SCIENTIFIC INTERESTS:

The role of humor styles in interpersonal in intergroup conflicts; Organizational development methods; Leadership development; The effect of atypical employment on employee satisfaction and organizational commitment. New leadership paradigms and internal coaching and mentoring programs.

PERSONAL INTERESTS:

Outdoor sports(via ferrata, hiking, paragliding). Musical events(jazz, rock), learning about new cultures via travelling.

PROFESSIONAL COMPETENCIES:

SHL- „Objective psychometric methods in the world of work“- certificate

Success Factors: Performance&Goal, Learning Succession and Calibration Management system

SPSS- statistics, confident user and statistical tutor for fellow students

SAP eHR(PA/OM, LSO, eRecruiting, and Purchasing)

SAP Business Objects

Excel advanced level user (Pivot-tables, formulas)

PERSONAL COMPETENCIES:

I am decisive person with a “hands-on attitude” who takes full responsibility for his decisions. I can describe myself as a fast paced learner with strong affinity IT and business process interactions. I enjoy establishing new contacts in every level of the organizations and finding the best solutions for complex problems.

LANGUAGE SKILLS:

English Higher Level Language Exam type “C”

French Intermediate Level Language Exam type “C”

OTHER:

Driving License