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# Chandra Sekhar Chintalapati

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## SUMMARY

- Having total 18.5 years of experience as a consultant, Lead and Sr. consultant roles.
- Certified Success Factors compensation & Variable pay module consultant.
- Good knowledge in success factors employee central and performance management modules.
- Working in Success factors Employee Central, PMGM, EC Timeoff
- Knowledge in CPI integration with SAP and SF.
- Knowledge in SAP PA,OM, Time, PY, Travel modules.
- Knowledge in SAP Fiori implementation.
- Worked in SAP & SF integration for EC, Compensation and variable pay modules.
- Worked on positive and negative time management.
- Worked on payroll for multiple countries like Middle East, India, Netherlands, Germany, UK and US.
- Worked on support, implementation, upgrade and enhancement projects.
- Handling team from onsite or from offshore.
- Client facing experience in many projects. Offshore and Onsite experience.
- Requirement gathering at client location and allocating to offshore on priority basis
- Knowledge in interface, abap, Fiori, cross module integration, SAP security modules.
- Having 4 years of functional domain experience in human resource management and administration in diversified Industries.

## PROJECT EXPERIENCE

Principal Consultant | Motiveminds Consulting Pvt Ltd.

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UAE Client | SAP HCM and Successfactors Consultant

March 2024 to Present

- Working at client location in UAE.
- Responsible for successfactors EC, PMGM, ONB support and enhancements
- Handling on going projects on RCM,RMK and LMS
- Responsible for RAKEZ HCM suite. Handling enhancement projects.
- Responsible for on premises payroll systems for RAK ICC and RAK IDO entities.
- Working on RAKEZ Fiori portal support.
- Responsible for day to day time management and payroll related queries
- Providing value-adds to improve the system and more effective usage.
- Handling user queries from time to time.

Principal Consultant | Motiveminds Consulting Pvt Ltd.

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Middle East client | SAP HCM Time and Payroll Sr. consultant | {PA, OM, Time, Payroll & Travel}

January 2023 to Feb 2024

- Responsible for monthly payroll support and problem handling for countries Kuwait, Qatar, UAE, Oman.
- Responsible for day to daytime management related queries, changes and new development

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- Responsible for enhancement to SAP HCM system
  - Providing value-adds to improve the system and more effective usage.
  - Handled off cycle payroll implementation.
  - Responsible for enhancements to Fiori applications. Requirement gathering, coordinating with offshore team, unit testing and go live activities.
  - Handling user queries time to time.
  - Modules handling PA, OM Time, PY, Travel, Fiori.
  - Preparation of FS for new developments

Indian client | SAP HCM & Success Factors Sr. consultant | {PA, OM, Time, Payroll & Travel, EC, PMGM}

April 2023 to Feb 2024

- Responsible for monthly Indian payroll support, problem handling for PA, OM, Time for SAP HCM.
- Support Successfactors EC, PMGM support.
- Handling SAP HCM functional, Successfactors and Abap team.
- Working on enhancements for SF and SAP system.

Bahrain client | SAP HCM upgrade Sr. consultant |

Nov 2023 to Feb 2024

- Responsible for testing, correction SAP HCM upgrade from ECC to S4Hana.
- Provide support to technical team for correction of upgrade issues.
- Working on testing all BAU process and integration with Successfactors and time tracking systems.

Principal Consultant | Mindtree

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Europe client | PA, OM, Time, ADP Payroll, SuccessFactors PMGM, FieldGlass, Other interface projects

March 2018 to Dec 2022

- Responsible SAP HCM system support.
- Provide solutions for L2 and L3 tickets.
- Handle enhancements to system as per business requirements.
- Support interface developments with 3 party systems.
- Assist end users for their queries in day-to-day activities.
- Handle smooth implementation of enhancements for weekly maintenance cycle in coordination with onsite consultant.
- Support APAC, UK, and US regions
- Involvement in cutover and Go live activities
- Role authorization experience
- Post go live support etc

UAE client | Sr. SAP HCM Consultant | PA, OM, Time +/-, UAE and Qatar payroll, ESS/MSS

March 2017 to February 2018

- Responsible for smooth go-live of S4 Hana implementation.
- Data migration to S4P system
- Executed parallel run with legacy for data comparison.
- Worked for 3 months for post go-live support and continuing in support project.
- Responsible for support to PA, OM, Time, Payroll support.

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UAE client | Sr. SAP HCM Consultant | PA, OM, Time +/-, UAE payroll, ESS/MSS, Travel Mgt, SuccessFactors Compensation & Variable pay

November 2015 to April 2017

- Handling L2 and L3 tickets in all HR sub modules.
- Implementation of SuccessFactors Compensation & Variable pay modules
- Managing offshore team and Daily ticket status review meeting with them
- Responsible for status call meeting with the customer
- Responsible for payroll support and problem handling.
- Responsible for enhancement to SAP HCM system
- Providing value-adds to improve the system and more effective usage
- Handling off cycle payroll implementation
- Responsible for implementation of time management enhancements.
- Responsible for enhancements to Fiori applications. Requirement gathering, coordinating with offshore team, unit testing and go live activities.
- Co ordaining historic data migration.
- Responsible for roll out project for contract employees.
- Handling user queries time to time.
- Modules handling PA, OM Time, PY, Travel, Fiori.
- Preparation of FS for new developments.

Europe client | Telecom & Media | Sr. SAP HCM Consultant | PA, OM, Time, NL Payroll, ESS/MSS, Workflow

August 2012 to November 2015

- Handling L2 & L3 calls received in all HR sub modules.
- Escalating L2 calls if required for any config or ABAP developments which will be called as L3 calls.
- Preparation CRF document as per requirement received from BAS consultants.
- Configuration as per requirement and submitting for UAT.
- Managing ABAP team
- Responsible for technical and functional deliveries.
- Preparing timely reports and submitting to client.
- Preparing estimates for new projects and requirement.
- Functional design preparation.
- Responsible for EHP6 upgrade.

SAP HCM CONSULTANT | Intelli Group

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India client | A Time, India Payroll, ESS/MSS, Workflow Fieldglass

March 2012 to Jun 2012

- Post go live support for positive time mgt.
- Worked extensively on positive time schema.
- Writing PCRs for different scenarios

Schaeffler Group India/ Auto Manufacturing, SAP HCM Consultant

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## April 2011 to February 2012

- Responsible for requirement gathering for all company codes for PA, Time and Payroll modules.
- Writing business blueprint for Indian Payroll
- Identifying gaps and finding solutions to meet client requirement.
- Involved in customizing activities related to Personnel Administration, Personal data, positive time management.
- Defined Attendances, Attendance Types, Attendance & Absence Quotas, time events, public holiday calendar & Work Schedules.
- Configuring rotation shift for blue collar employees.
- Configure time info types 2001, 2002, 2003, 2006, 2007, 2010 & 2011.
- Defined Wage types for info types 0008, 0014, 0015 and 0267.
- Define Pay Scale types, Area, Groups and levels.
- Define allowance groupings.
- Ensure all changes to the Business solution are made in a manner consistent with Project, IT, and overall policies, standards & strategies of Client.

## SAP HCM CONSULTANT | TATA Technologies

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South Korea client | PA, OM, Time +/-, South Korea Payroll, Travel, ESS/MSS

### March 2007 to January 2011

- Having 9 months onsite experience at Gunsan, South Korea for requirement gathering, UAT signoff,
- End user training and go live activities.
- Involved in end-to-end implementation of HR sub modules PA, OM, Time, R & D man hours, CATS,
- Travel, Productivity management, medical, suggestion, training and event management and ESS.
- Responsible for implementing HR sub modules PA, OM, Time, Travel, Suggestion,
- Medical, R & D management, Productivity, ESS and appraisal modules.
- Preparation of FS and other docs for the objects assigned to HR module related to New Reports,
- Smart forms, user exits, info type enhancements, screen developments and web dynpro applications.
- Responsible for uploading historic legacy data to HR info types (Data Migration)
- Responsible for creating Org structures in SAP at the time of implementation.
- Handled major interface development for updating time data by white collar employees using dot net application.
- Involved in all types of HR developments such as ALV reports, smart forms, applications, screen designing.
- Prepared functional specs, testing and implementing HR developments.
- Responsible for implementing HR user authorizations.
- Prepared authorization matrix for HR users, Jik Jangs, Gong jangs, Team Jangs, ESS users.
- Tested end user authorizations in test client.
- Migrated 15 years historic data in PA and Time management.
- Actively involved in the offshore team for the issues resolution, enhancements and new developments/requirements by the users.
- Supporting for HR sub modules PA, OM, Time, Payroll, Travel, Suggestion, Medical system.
- Preparation of Functional Specifications and other documentation for the objects assigned to HR module related to New Reports,
- Enhancements, Ad hoc Queries etc for PA, OM, Time & Payroll.

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- Involved in customizing activities related to Personnel Administration, Personal data, Organizational data, Compensation & Time data.
  - Defined Attendances, Attendance Types, Attendance & Absence Quotas, Time Transfer Specifications, public holiday calendar & Work Schedules.

India client / Auto Manufacturing | Functional Analyst | Testing

July 2006 to February 2007

- Preparation of testing documents for HR sub modules time and payroll management.
- Tested 111 RCMs related to time and payroll.
- Responsible to attend in discussions with external auditors to prove the test results.

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## CERTIFICATIONS

- SuccessFactors Compensation module, SAP AG, 2017
- SuccessFactors Variable Pay, SAP AG, 2018

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## EDUCATION

#1 MBA, Finance, Periyar University | 2000