**Sujith R**

[**sujithkey7@gmail.com**](mailto:sujithkey7@gmail.com)| **+1 (786) 554 3070**

**PROFESSIONAL SUMMARY**

* **SAP SuccessFactors & ECP Consultant** with 9+ years of experience specializing in payroll configurations, tax compliance, and HRIS integrations across industries such as **healthcare, insurance, retail, and manufacturing**.
* Expertise in **SAP HCM, SAP SuccessFactors Employee Central Payroll (ECP), and Payroll Control Center (PCC)**, ensuring seamless payroll operations for large enterprises.
* Configured **wage types, payroll schemas, and GL integrations** to optimize payroll processing for clients like **Cardinal Health, StateFarm, Mindtree, and Capgemini**.
* Developed custom **SAP Fiori** apps using **CDS** Views, **OData** services, and **ABAP** on **HANA** to support real-time analytics and transactional operations.
* Migrated legacy **ABAP** code to **HANA**-optimized versions by eliminating nested loops and using **HANA**

push-down techniques like CDS and AMDP.

* Customized automatic payment program (F110) and dunning procedures for Accounts Payable and Accounts Receivable process optimization.
* Delivered **ABAP** components in **Agile** environments using **JIRA**, **Confluence**, and Solution Manager for transport and defect tracking.
* Hands-on experience in **union payroll processing, retroactive payroll adjustments, and automation of payroll workflows** for large-scale payroll operations.
* Developed validation and substitution rules using user exits in FI to enforce accounting standards and business rules.
* Developed **batch jobs** using background processing, job variants, and performance-optimized selection screens.
* Developed **ABAP custom reports** for payroll tax filings, W-2/1099 reporting, and compliance audits, aligning with **SOX, HIPAA, and GDPR requirements**.
* Designed and executed **test scripts for payroll scenarios**, including **positive and negative testing for wage types, tax deductions, and benefits calculations**.
* Collaborated with HR, Finance, and IT teams to optimize payroll integrations, ensuring seamless data flow and compliance with industry standards.
* Trained payroll administrators and HR teams on **SAP payroll processes, error resolution techniques, and regulatory requirements**.
* Led **system upgrades, applied HRSP patches, and implemented BSI TUBs** to align payroll tax configurations with evolving tax laws and compliance mandates.

**TECHNICAL SKILLS**

* + **Applications:** SAP HR, ERP SAP R/3 4.6C, 4.7, ECC 5.0 & ECC 6.0, SAP SF EC, RCM, PY, TM, and SCM.
  + **SAP HCM & SuccessFactors:** SAP SuccessFactors Employee Central (EC), SAP Employee Central Payroll (ECP), SAP HCM, SAP R/3, SAP ECC 6.0, ABAP, SAP S/4HANA
  + **HR & Workforce Management:** Workday, PeopleSoft HCM, Kronos Workforce Management, Oracle HCM Cloud
  + **Reporting & Analytics**: SAP SuccessFactors Workforce Analytics, SAP BusinessObjects (BOBJ), SAP Fiori, SAP Query, Advanced Excel for Payroll Data Analysis
  + **Testing & Debugging:** HP ALM, JIRA, SAP Debugging Tools, Payroll Simulation Tools, Unit Testing, System Testing, Scenario/String Testing, Integration Testing, Interface Testing, End-to-End Testing, End User & User Acceptance Testing.
  + **Programming Language:** SQL, JAVA, Python, C++, XML

**PROFESSIONAL EXPERIENCE**

**Client: Cardinal Health Jan 2024 - Present**

**Role: SAP Consultant RESPONSIBILITIES:**

* Configured wage types for healthcare payroll, including on-call pay, shift differentials, hazard pay, and union dues, ensuring compliance with state and federal labor regulations.
* Set up BSI Tax Factory and Tax Profile Factory to ensure multi-jurisdictional tax calculations, aligning with healthcare-specific tax exemptions and state-mandated statutory requirements.
* Integrated SAP ECP with third-party healthcare payroll systems (ADP, SAP FI, 3PR) using ALE/IDOC distribution models to facilitate seamless payroll data transfers.
* Created and consumed CDS views with annotations to enable UI5/Fiori elements and analytics reporting for sales and procurement modules.
* Built complex ALV and interactive reports using SALV classes and HANA-optimized logic for performance improvement.
* Configured and supported SAP FICO modules (AP, AR, GL) on S/4HANA for multiple full-cycle implementations and post-go-live support.
* Designed and implemented enhancements using BADIs, implicit/explicit user exits, and enhancement points to meet unique client needs.
* Deployed HRSP patches and BSI TUBs to align healthcare payroll tax configurations with updated state and federal medical payroll regulations.
* Conducted unit, integration, and UAT testing for GL, AP, AR, and bank accounting functionalities in Agile sprints.
* Led the integration of SAP FI-GL with SD and MM modules to ensure seamless financial postings and real- time data reconciliation.
* Participated in S/4HANA conversion projects—identified custom code impacts and refactored them to be HANA-compliant.
* Coordinated with business users to gather requirements, design functional specs, and implement enhancements in AP/AR workflows.
* Created analytical CDS views for business reporting scenarios in SD and FI modules using HANA's virtual data model (VDM).
* Developed custom ABAP reports for payroll tax filings, healthcare employee benefits, and W-2/1099 year- end reporting for compliance with HIPAA and state labor laws.
* Validated key payroll tables (T512W, T549A) to ensure accurate payroll calculations for medical staff benefits, garnishments, and tax deductions.
* Streamlined payroll approval processes by customizing SAP workflows, reducing processing time for bi- weekly and monthly payroll cycles for hospital employees.
* Conducted payroll scenario testing (positive/negative) for wage types, tax deductions, and overtime calculations, ensuring compliance with healthcare industry audit requirements.
* Configured SAP security roles for payroll administrators, ensuring SOX compliance, HIPAA data security, and payroll confidentiality.
* Developed inbound and outbound interfaces using IDocs, BAPIs, and proxy methods for integration with external systems.
* Designed and deployed custom SAP Smart Forms and Adobe Interactive Forms for document generation in OTC and PTP cycles.
* Created and executed test scripts for payroll scenarios, ensuring compliance with union rules, overtime pay laws, and healthcare shift-based compensation structures.
* Used ABAP Test Cockpit and Code Inspector to ensure compliance with SAP’s clean core guidelines during

custom development.

* Managed system upgrades and tested new payroll functionalities, ensuring seamless payroll operations without disruptions to hospital staff compensation.

**Client: Statefarm July 2022 - Dec 2023**

**Role: SAP Consultant |SuccessFactors Employee Central Payroll (ECP) RESPONSIBILITIES:**

* Led the enterprise-wide implementation of SAP SuccessFactors Employee Central Payroll (ECP) for State Farm, ensuring alignment with U.S.-based payroll practices and regulatory compliance.
* Collaborated with HR, finance, and compliance teams to gather requirements and draft detailed Business Requirement Documents (BRDs) supporting State Farm's payroll operations and strategic HR initiatives.
* Integrated Employee Central, Payroll, Time Management, and Benefits modules to streamline end-to-end

HR/payroll workflows and reduce manual effort across State Farm’s employee lifecycle.

* Configured and validated wage types to handle bonuses, shift differentials, and overtime, reflecting State

Farm’s compensation structures and compliance requirements.

* Monitored and resolved IDoc and interface issues between FICO and external systems (e.g., Concur, Workday, banks).
* Integrated SAP HANA Calculation Views into ABAP layer for real-time reporting and analytics.
* Collaborated with functional consultants to translate business requirements into robust technical specs and deliverables.
* Implemented a robust EC-to-ECP replication framework to ensure data accuracy and prevent replication

errors within State Farm’s payroll cycle.

* Supported S/4HANA Finance migration activities, including new asset accounting, universal journal (ACDOCA), and business partner integration.
* Provided end-user training and created SOP documentation for FICO functions including invoice processing and payment runs.
* Conducted performance tuning of ABAP programs by leveraging SAT, ST05, SQL Trace, and ATC checks to align with HANA standards.
* Applied HRSP and BSI tax updates to ensure ongoing compliance with evolving tax laws, supporting uninterrupted payroll processing.
* Mentored junior developers and conducted code reviews to ensure best practices and maintain high-quality deliverables.
* Optimized benefits deductions and payroll interfaces to prevent discrepancies and streamline HR and finance reporting processes.
* Supported intercompany postings and cross-company code transactions, ensuring proper account determination and clearing settings.
* Configured Employee Central Time Tracking, implementing State Farm-specific rules for PTO, holidays, attendance, and scheduling with support from global teams.
* Customized SAP workflows for business processes in MM and SD modules and integrated them with Fiori inbox.
* Proficient in designing end-to-end integration solutions using **Dell Boomi AtomSphere**, including **cloud-to-cloud**, **cloud-to-on-premises**, and **on-premises-to-on-premises** integrations.
* Skilled in creating **custom connectors, process routes, and data transformation maps** to meet complex business requirements.
* Experienced in implementing **error handling, logging, retry mechanisms**, and **process versioning** for robust and maintainable integrations.
* Adept in using **Boomi Suggest**, **Boomi Process Reporting**, and **Atom Management** for efficient development and monitoring.
* Familiar with **API management** and exposing Boomi integrations as **REST/SOAP web services** for seamless system communication.
* Able to collaborate with business and IT stakeholders to gather requirements, design solutions, and ensure successful deployment and post-go-live support.

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**Client: Mindtree Dec 2019 – Jul 2021**

**Role: SAP Analyst RESPONSIBILITIES:**

* Successfully led end-to-end deployment of SAP SuccessFactors Employee Central Payroll (ECP) for Mindtree’s retail and manufacturing operations, overseeing blueprinting, requirements gathering, system configuration, testing, and post-go-live support.
* Configured BSI Tax Factory and Tax Profile Factory to ensure compliance with Indian labor laws, GST regulations, and multi-country payroll taxation requirements across various locations.
* Integrated payroll systems with Workday, PeopleSoft, and industry-specific ERP platforms to streamline payroll processing and ensure compliance with manufacturing labor laws and financial reporting standards
* Optimized Payroll Command Center to automate pre-payroll audits and resolve payroll discrepancies for hourly, shift-based, and seasonal workforce payroll cycles in real-time.
* Integrated time tracking systems with payroll to automate calculations for overtime, weekend pay, factory shift differentials, and seasonal workforce incentives.
* Streamlined replication processes between Employee Central (EC) and ECP, ensuring accurate payroll processing for warehouse, factory, and retail store employees.
* Configured payroll rules for bonus structures, incentive payouts, and industry-specific deductions such as union dues, transportation allowances, and compliance-mandated deductions.
* Applied HRSP and BSI tax updates to align payroll processing with evolving Indian payroll tax laws, compliance mandates, and industry-specific labor policies.
* Developed custom payroll reports for wage reconciliation, tax filings, and compliance tracking across

Mindtree’s retail and manufacturing locations.

* Configured payroll postings to integrate with SAP S/4HANA financial systems, ensuring seamless payroll- to-GL reconciliation for factory and retail units.
* Enhanced RICEF objects to automate payroll audits, payroll approval workflows, and compensation structures for factory employees.
* Implemented audit frameworks to ensure compliance with SOX, GDPR, and industry-specific payroll regulations for retail and manufacturing workforce operations.
* Migrated payroll data from legacy payroll systems (ADP, in-house platforms) to SAP ECP, ensuring zero payroll disruptions during peak manufacturing and sales cycles.
* Deployed predictive analytics in Payroll Command Center, identifying potential compliance risks and payroll discrepancies for factory laborers and retail employees.
* Trained payroll teams on SAP payroll workflows, taxation compliance, and Payroll Command Center

functionalities, ensuring smooth payroll processing across Mindtree’s global operations.

* Reduced payroll errors by 40% through real-time monitoring of payroll transactions, compliance rules, and automated data validation processes.

**Client: Capgemini July 2015 – Nov 2019**

**Role: SAP Consultant RESPONSIBILITIES:**

* SAP SuccessFactors & ECP Consultant with expertise in payroll configurations, tax compliance, and HRIS integrations.
* Configured wage types for union payroll, including dues, premiums, and grievance pay adjustments in compliance with state regulations.
* Set up BSI Tax Factory and Tax Profile Factory for multi-jurisdictional tax calculations and reciprocity rules.
* Integrated SAP ECP with Capgemini’s financial systems and third-party providers (ADP, SAP FI, 3PR) using ALE/IDOC for seamless payroll data transfers.
* Designed and implemented payroll cutover strategies, aligning with Capgemini’s global implementation

roadmap for SAP.

* Deployed HRSP patches and BSI TUBs to ensure payroll tax compliance with state and federal laws for manufacturing industry clients.
* Designed and customized payroll schemas for retroactive adjustments and union-specific calculations.
* Configured Payroll-to-GL integrations for SAP ECC, ensuring accurate financial postings and alignment with

Capgemini’s SAP FICO system.

* Developed ABAP reports for payroll tax filings, W-2, and 1099 year-end reporting, ensuring compliance with industry-specific tax regulations.
* Migrated legacy payroll data to SAP ECP, ensuring seamless integration with Capgemini’s ERP landscape.
* Provided L2/L3 payroll support, resolving tax withholding issues, benefit deductions, and wage discrepancies

for Capgemini’s workforce.

* Configured SAP security roles for payroll administrators, ensuring SOX compliance and data privacy standards were met.
* Designed and delivered training materials for payroll teams, covering error resolution and Payroll Control

Center usage tailored for Capgemini’s operations.

* Hands-on experience developing and maintaining integrations in **SAP Cloud Platform Integration (CPI)** using **iFlows**, **message mappings**, **adapters**, and **pre/post-processing scripts** (Groovy/JavaScript).
* Knowledge of **SAP Process Orchestration (PO/PI)** including **Integration Builder**, **Enterprise Service Repository (ESR)**, and **Integration Directory (ID)** for managing end-to-end integration scenarios.
* Experience in **migrating interfaces** from SAP PO/PI to CPI as part of cloud adoption strategies.
* Familiarity with SAP IDoc, BAPI, RFC, and SOAP/REST protocols for integrating SAP and non-SAP systems.
* Understanding of **security configurations** like certificates, OAuth2, SAML, and secure data transmission practices in both CPI and PO/PI environments.

**EDUCATION**

* + Bachelor’s in information technology - 2015