Valliappan Narayanan

Integration Lead / Assistant Manager

Workday & SAP

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SUMMARY OF EXPERIENCE

- Around 11 years of HCM Experience – First 9 years in SAP HCM Module and next 2 years in Workday Cloud.
- Have automated creation of ISU and ISSG and Automation of Mass Archiving goals using UiPath in Workday.
- Well versed in developing Studio Integrations, Complex EIBs, Packaged Connectors, Advanced Reports and BIRT Reports for Time and Learning Integrations.
- Solid implementation, configuration and technical experience in PA, OM, PD, TM sub-modules of SAP HCM with exclusive experience in HR Process, Forms and interfacing with third-party systems.
- Well versed in integration of HCM with Successfactors modules – WFA, Employee Profile, Compensation, Competence and Recruiting.
- Excellent understanding of all aspects of the Human Resources business processes with experience in gathering and analyzing business requirements for conceptual design.
- Have developed End to End Hiring tool for Regular workforce and Hiring - Leaving solutions for Robot workforce.
- Have worked on integration of SAP External Resource Management (XRM) to Fieldglass Cloud Solution for Vendor and External resource management.
- Extensively used SOLMAN for integrating process and development in SAP.
- Extensively used scrum for implementing agile.
- Prototyped IoT model on Smart Transportation.
- Have completed SAP Automation training using the RPA tool - UiPath.

PERSONAL SKILLS

- Quick learner.
- Dedicated and highly ambitious.
- Adept at working in high pressure environments.

TECHNICAL SKILLS AND CERTIFICATIONS

- Certified Workday Integration Consultant.
- Workday Studio and XSLT.
- Reports, EIB, Data transformation.
- ABAP-HR, ABAP and JavaScript programming.
- Adobe Lifecycle Designer, HANATIZATION and Workflow.
- Certified in Successfactors – Introduction to Mastery.
- Certified as RPA Developer in SAP Automation.

WORK EXPERIENCE

Deloitte Consulting – US office of India   April 2019 – Present
Workday Integration lead (Assistant Manager Role)

Roles and Responsibilities*:*
- Certified in the Workday Integrations stream involving report creation, inbound & outbound EIB's, and Core Connectors.
- Lead a team of 4 people across locations in present project and manage them on strict timelines. Other responsibilities include updating Integration Control Inventory, RAIDD Logs and preparing status updates.
- Played a vital role in gathering the design requirements and completing the design phase with all required inputs within a few design calls
- Worked on major Workday to service now integrations like Unified inbox, Documentation interface and other full load file delivery.
- Designed and worked on complex Studio integrations for Active directory, Contingent workers and Learning areas like Qualtrics and Metrics That Matter.
- Have been an expert in EIB Data transformations and pioneered in creating complex Studio Integration with fixed width file and PDF file generation in the same studio and delivered to two different delivery end points.
- Automated the complex ISU and ISSG creation using Workday and fine-tuned to pick based on tenant specific WID's.
- Have also automated Mass Archiving of Goals, to run on a daily basis, which is active brainstorm topic in Workday Community.
- Have actively been part of Delivery focus group and Integration Lead Development Program.
- Have also been an ambassador to bring in critical resources from SAP into Workday for empowering this Cloud solution.
- Have trained new joiners who are a mix of cross domain resources and fresh graduates, who were brought up to speed for Integration build.

Tata Consultancy Services   April 2017 – April 2019
Senior SAP Technical Consultant

Roles and Responsibilities*:*
- To lead the Application development team for a FPM Based Process and Forms setup in rapid deployment phase.
- Have developed End to End hiring Solution that includes multiple phases from Requisition creation to Offer Discussion until infotype upload for the Hiring of employee.
- Have also lead the development of Adobe eForms for Hiring a Robot (Initiating the Robot assignment), prolonging the Robot assignment and terminating the assignment under the respective Organizational unit.
- Have trained the Development team that consists of Fresh Graduates who were brought up to speed in technical concepts of P&F Framework and FPM Deployment.
- Have played a vital role in requirement gathering, scope defining, efforts estimations, solution designing, project testing and handling UAT defects.
- Have been recently working on XRM Module integration to the Fieldglass Cloud solution from HR domain and moving to Sourcing domain for further interface integrations.
- Have recently completed the SAP Automation training in UiPath Academy, which helps to understand the working of the UiPath application, an industry recognized Robotic Process automation tool. It also helps in leveraging the process efficiency and reducing the redundant manual input activities in SAP environment.

IBM India   November 2014 – March 2017
Senior SAP HR Technical Consultant, Solution Architect, Onsite Coordinator and Team Lead

Roles and Responsibilities:
- Migrated from double org structure to single org structure – designated as Solution Architect for this initiative where all the existing objects like forms, reports, function modules and interfaces were analyzed for impact and optimized.
- Assimilated HANATIZATION concepts to migrate ABAP code from Oracle DB to HANA DB during this period.
- Was operating out of Sweden from April 2015 till Jan 2016 as an Onsite Coordinator - with a team in India that consisted of 10 members including functional and technical consultants - to support the One org migration and HANATIZATION.
- Instrumental in reducing the number of data interfaces from 130 to 64 resulting in improved efficiency.

- Have utilized SOLMAN system to integrate Tiger Process and developed objects by creating TRs, saving documentation and transporting them based on release gate outcomes.
- Have designed and led a team of 4 resources for the GORDON – HRMS Integration.
- Recognized by Client as a key resource in the areas of development, documentation and team building.
- Provided knowledge transfer to individuals who on-boarded to the Client account.

IBM India   July 2012 – October 2014
Senior SAP HR Technical Consultant

Roles and Responsibilities:

- Understood the basics of HCM Cloud Solution – Successfactors, and built in multiple file based interfaces to connect SAP HR System with Successfactors. This includes multiple Inbound and Outbound Interfaces.
- Some of the key interfaces developed for this project were for Workforce Analytics, Employee profile/Core PA, Compensation, and Competence Management.
- The significant interface among them is Core PA Interface – which is used to transfer key data required by Successfactors system which acts as primary OM-PA data feed and had complex requirements. It has been achieved through multiple cycles using Agile methodology.
- Again had an opportunity to work in HCM Process and Forms for developing an Internal Transfer eForm - to handle 5 transfer scenarios with dynamic form design and eForm 2.0 concepts.
- Have undertook SAP Successfactors – Introduction to Mastery Certification during this period.
- Have supported Internal Transfer eForm in UAT, Go-live and PGL Phases by travelling to Sweden for 2 months and worked closely with Client to ensure maximum user satisfaction
- Had gained a Hands-on experience in SOLMAN Tool for Transport Request creation and Project Document Storage.

IBM India   September 2010 – June 2012
SAP HR Technical Consultant

Roles and Responsibilities:
- Provided end-to-end SAP HR solutions in areas of HCM Process and Forms.
- Have designed Adobe Forms, included dynamic properties using Java Script, worked on Workflow Logs to identify issues, Configured Fields and Badi's to couple the Logic with Design.
- Have created a New Hiring eForm named Onboarding Form which doesn't have a Starting Object and first of its kind.
- Brought in eForm2.0 concept - where the complete Adobe form's Visibility. Mandatory and Editability conditions were controlled using a Custom Table which has been suggested to SAP.

IBM India   June 2010 – August 2010
Graduate Hire - Trainee

Roles and Responsibilities:
- Attended the Fastrack SAP ABAP course - created by IBM, as a Bootcamp training for a period of 70 days.
- Have understood the basic objects like Data Dictionary, Reporting and Forms.
- Have been introduced to new technologies like Workflow and Web dynpro.
- Have cleared the fastrack exam with over 80% and assigned to Client Account.

EDUCATION

- Bachelor of Technology (Hons) – Electronics and Communication Engineering, Amrita University, India (2010)
  - o CGPA – 8.1/10
- Higher Secondary Course – Computer Science, SRV Higher Secondary School, India (2006)
  - o Percentage – 94.6%
- Matriculation Course – General, St Paul's Matric School, India (2004)
  - o Percentage – 85.6%

NOTABLE MENTIONS

- Being a torchbearer for Automation of Workday in Deloitte.
- Been a top performer in TCS.
- Been an Outstanding performer in IBM for 3 consecutive years.
- Authored 4 IEEE Papers in the area of Artificial Intelligence and Pattern Recognition.
- Blood Donor.

OTHER DETAILS

- Total Experience – 10.9 Years.
- Relevant Experience – 10.9 Years.
- Ready to Travel - Yes.
- Present Work Location – Bangalore, India.

CERTIFICATES

successfactors™
An SAP Company

Training Certificate

This is to recognize that

Valliappan Narayanan

Has successfully completed

Introduction to Mastery Training

Completed on 11/1/2013 08:00 AM America/Los Angeles

Chief Learning Officer, SAP Cloud

It's time to love work again.

SuccessFactors, an SAP Company   1 Tower Place, Suite 1100 South San Francisco, CA 94080   800-809-9920 www.successfactors.com

Record of Achievement

SAP

Valliappan Narayanan

Date of birth: May 16, 1989
E-mail: kaizenvalli@gmail.com

has successfully completed the following openSAP course:
Imagine IoT
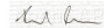Instructors: Bob Caswell, Lisa Herbert and others

This seven-week online course was held from September 28 through November 17, 2016. It comprised 3 weeks of lectures and a 4 week prototype phase.

The course covered the following topics:
- Get to Know the Internet of Things
- Go Deeper into IoT with SAP
- Create Your First IoT Prototype

followed by a Prototype Challenge

Maximum score possible for this course: 180 points.
The candidate scored 165 points (91%) by working on weekly assignments and taking part in the prototype challenge.

Dr. Bernd Welz
Executive Vice President
SAP Scale, Enablement &
Transformation

Bob Caswell
Instructor

Lisa Herbert
Instructor
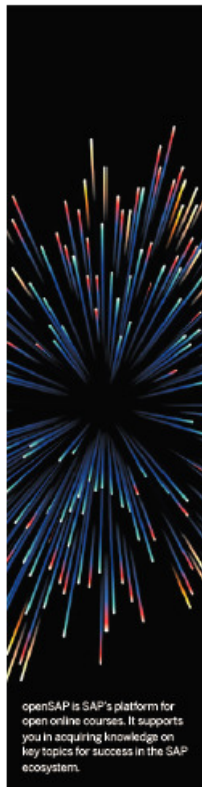
Walldorf, November 3, 2016

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THE BEST RUN SAP

Record of Achievement

VALLIAPPAN NARAYANAN

E-mail: valliappan.narayanan@tcs.com

has successfully completed the following openSAP course:
SAP Leonardo - Enabling the Intelligent Enterprise
Instructors: Mala Anand and Juergen Mueller

This course was held from July 17 through August 15, 2018, and comprised 2-3 hours of learning effort and 1 final exam.

This course provided an introduction to the core components that make up SAP Leonardo and explained how to get started with enabling the intelligent enterprise.

Maximum score possible for this course: 30 points.

The candidate scored 30.0 points (100.0%) by taking a course assignment.

Dr. Bernd Welz
Executive Vice President and
Chief Knowledge Officer
SAP Products & Innovation

Mala Anand
President of SAP
Leonardo & Analytics
at SAP

Juergen Mueller
Chief Innovation Officer
at SAP

Walldorf, Germany, July 31, 2018

openSAP is SAP's platform for open online courses. It supports you in acquiring knowledge on key topics for success in the SAP ecosystem.

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UiPath

DIPLOMA
OF COMPLETION

RPA Developer - SAP Automation

PROUDLY PRESENTED TO

Valliappan Narayanan

For successfully completing the
RPA Developer - SAP Automation Training

10/29/18

Date of issue