

RAJESH KANNA RR

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- 🌐 <https://rajeshkannarr.github.io/Portfolio/>
- in <https://www.linkedin.com/in/rajesh-kanna-rr-97b4961a4/>
- 📖 <https://rajeshkannarr.medium.com/>
- 🔗 <https://github.com/rajeshkannarr>

OBJECTIVE 💡

Accomplished professional with extensive expertise in accounting operations, seamlessly integrating advanced payroll management and compliance to ensure precise, on-time processing and robust error minimization. Adept at optimizing payroll frameworks for maximum accuracy and operational efficiency. Leverages strong analytical skills in investment analysis and portfolio management to deliver targeted financial solutions, underpinned by deep market research and the implementation of data-driven investment strategies that support organizational financial objectives.

EXPERIENCE 📁

IBM India Pvt LTD {Bangalore}

Senior Process Analyst – Payroll

November 2025 – Present

- Manage end-to-end payroll processing for employees, ensuring accuracy, compliance, and timely delivery.
- Serve as the primary practitioner for both Core and Non-Core payroll operations.
- Process reimbursements, garnishments, and relocation gross-ups in line with company and IRS guidelines.
- Support employee tax setup, withholding, and compliance in accordance with U.S. federal and state tax laws.
- Utilize Workday for payroll administration and ADP Smart Compliance for tax filing, reporting, and reconciliation.

TASC Business Solutions Pvt Ltd {Bangalore}

Payroll – Executive

June 2025 – October 2025

- Coordinate with associates to obtain monthly attendance data for payroll processing.
- Prepare comprehensive payroll reports, incorporating deductions and additions as per client-specific requirements.
- Compile and share salary files with the Accounts Payable team to ensure timely disbursement of salaries.

- Address and resolve payroll-related queries from employees and stakeholders.
 - Provide support to invoicing and accounts receivable teams for accurate and timely invoice processing.
 - Manage the complete Full & Final (F&F) settlement process for clients.
 - Monitor SLA tickets regularly to track and respond to attendance and payroll-related queries.
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Sundus/Masadir Recruitment and HR Consulting Services Pvt Ltd {Bangalore}

Payroll – Executive

May 2024 – June 2025

- Manage end-to-end payroll processing for employees accurately and timely.
 - Prepare and reconcile payroll reports, including deductions, overtime, and bonuses.
 - Collaborate with HR operations to ensure accurate recording of employee attendance and leaves.
 - Coordinate with the AM team to maintain accurate employee records and resolve payroll discrepancies.
 - Collaborated with cross-functional teams to collect, review, and reconcile timesheet data, supporting efficient and error-free payroll execution.
 - Prepared accurate payroll files and distributed them to clients in a timely manner, ensuring compliance with payroll policies and client requirements.
 - Collaborated in preparing and verifying payroll calculations for final settlements, meeting strict deadlines for payment release.
 - Respond to employee inquiries regarding payroll matters promptly and professionally.
 - Attended to internal audit inquiries, clarifying processes and ensuring compliance with audit requirements.
 - Stay updated on UAE labor laws and regulations to ensure compliance.
 - Weekly basis ad hoc payments and EOSB review.
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Techindia Infoway Pvt Ltd {Chennai}

Executive - Accounts

June 2022 - September 2023

- Handled the entire payroll processing system from start to finish, ensuring precise record-keeping with the Internal ERP software.
- Ensured precise and timely disbursement of employee salaries, upholding strict adherence to payment schedules.
- Proficiently handled the computation and preparation of crucial deductions, including PF, ESIC, PT, and LWF quantifiably optimizing efficiency and accuracy in payroll operations.
- Closely tracked attendance for a substantial workforce of over 800+ employees using the Internal ERP system.

- Orchestrated the streamlined execution of gratuity and full & final settlements, meticulously adhering to company policies and legal mandates.
- Applied sophisticated Microsoft Excel formulas to thoroughly validate and analyze attendance reports, ensuring precise data accuracy.
- Produced detailed payroll reports at regular intervals, serving as crucial records for managerial assessment and strategic decision-making.
- Demonstrated expertise in creating monthly salary sheets using intricate MS Excel formulas, contributing to efficient payroll execution.
- Proficiently oversee cash and bank entries, executing precise invoice bookings through using Tally Prime for seamless and accurate financial recording.

Agaram Foundation NGO's {Chennai}

Finance – Executive

September 2021 - April 2022

- Proficient in painstakingly preparing bank reconciliation statements to ensure financial accuracy and transparency.
- Handle payable cash, reimbursements, and expenses with a strong commitment to financial responsibility.
- Expertly manage end-to-end payroll processing, ensuring accurate and timely payment of employee salaries while adhering to payment schedules.
- Proficiently oversee accounts payable and receivable, contributing to streamlined and efficient financial operations.
- Proven ability to create and manage various financial journal entries for precise accounting.
- Accurately build up and analyze expense reports, making sure that financial information is presented thoroughly and expertly.

EDUCATION

- **PONDICHERRY UNIVERSITY**
Master of Business Administration (General) DDE
60% **2023**
 - **VEL TECH RANGARAJAN DR. SAGUNTHALA R&D INSTITUTE OF SCIENCE AND TECHNOLOGY**
Bachelor of Commerce (General)
7.7 CGPA **2021**
 - **SHINEHILL ACADEMY MATRIC HIGHER SECONDARY SCHOOL**
Higher Secondary Certificate
87% **2018**
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SOFTWARE PROFICIENCY

- Microsoft Office Suite (Intermediate Excel, Power Query, MS Word & PowerPoint)
- SAP SuccessFactors HCM
- SAP S/4 HANA
- Workday
- ADP Smart compliance
- Ramco
- Tally ERP 9 & Prime
- Formula HR
- I Formula HR
- Zerodha Platform

SKILLS

- Payroll Processing & Calculation
- Deduction & Reconciliation Expertise
- Payroll & HR Software Skills
- Portfolio & Financial Management
- Market & Investment Analysis
- Financial Planning Insight
- Strategic Decision-Making
- Critical Problem Solving
- Adaptability & Agility

LANGUAGES

- English 
- Tamil 
- Malayalam 
- Telugu 

PERSONAL INTERESTS

- Blogging
 - Freelancing
 - Portfolio Building in Indian & US Equities
 - Digital Discovery & Web Exploration
 - Venturing into Uncharted Opportunities
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BLOGS

Title: A Beginner's Guide to Fundamental Analysis: Choosing the Right Stocks

Published on July 19th, 2025

Link: <https://www.linkedin.com/pulse/beginners-guide-fundamental-analysis-choosing-right-stocks-rr-5ieec/?trackingId=PHQvATe2GAaayNPQuKSg5w==>

Title: Reflecting on My Investment Journey: 18 Months of Growth and Learning

Published on June 29th, 2024

Link: <https://www.linkedin.com/pulse/reflecting-my-investment-journey-18-months-growth-learning-rr-eiwcc/?trackingId=yDGMUMSiPGZ5fBVI8liqwQ==>

Title: How am I investing in my 16000 Salary?

Published on March 11th, 2023

Link: <https://www.linkedin.com/pulse/how-am-i-investing-my-16000-salary-rajesh-kanna-rr/?trackingId=gBjEWgFOMUqxei8aNcSssA==>

PERSONAL DETAILS

Father: Rangasamy P

Gender: Male

DOB: 18 - September - 2000

Marital status: Unmarried

Nationality: Indian

DECLARATION

I, Rajesh Kanna RR, declare that the information contained herein is true and correct to the best of my knowledge and belief.

Place: Bangalore

Signature

Rajesh Kanna RR