SHRIHARI KULKARNI
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Professional Summary

➢ Total 10 years of experience as **SAP-HR Consultant** with 5 **Implementation and 4 Support Projects**. Involved in the implementation and support of HR Business Process Systems. Ability to learn and adapt to new concepts and possess able technical-to-business communication skills.
➢ Around 2 years in the **Corporate Training and Certification** Programs across various clients.

Work Experience

➢ Working as **Lead Technical Consultant** with **HCL Technologies Sept 2012** to **Till Date**
➢ Worked as **Lead Technical Consultant** with **Mind Tree Consulting** since **June 2011** to **Aug 2012**
➢ Worked as **Sr. Systems Analyst** with **AOL Online India Pvt Ltd** from **May 2009** to **May 2011.**
➢ Worked as **Consultant - ERP** with Cognizant Technology Solutions (I) **Pvt Ltd** from **Sept 2008** to **May 2009.**
➢ Worked as **Senior SAP HR Consultant** with **Mindteck India Ltd** from **Sept 2006 till Sept 2008.**
➢ Worked with **Bristlecone India (P) Ltd** as **Software Engineer** from **June 2006 to July 2006.**
➢ Worked with **Genovate Solutions India (P) Ltd** as **SAP Consultant** from **Nov 2004 to June 2006.**
➢ Worked with **United Systems Infotech Private Ltd** as **SAP HR and ABAP Trainer from Jan 2004 to Oct 2004.**

Educational Qualifications

➢ **MBA** (Specialization in Human Resources) from Symbiosis, PUNE (pursuing).
➢ **Master of Computer Applications** (regular), from Vishvewaraih Technological University, Belgaum, Karnataka in the year 2003.
➢ **Bachelor's Degree in Science** (regular) from Gulbarga University, Gulbarga, Karnataka, in the year 1999.
➢ **Post Graduate Diploma in Electronic Data Processing and Computers Management** (Regular), from Bharateeya Vidya Bhavan, Mumbai in year 2000.

SAP HR Certification Details

Certification Date	:	08 October 2005
Module	:	SAP Human Resource Solutions
Software Components	:	SAP R/3 Enterprise Core 4.70 Extension Set 1.10
Certificate Id	:	0003787802

Projects at a Glance

Project	Client	Modules	Year
Implementation	Lloyds Banking	OM, PA, UK Payroll	2012 - 2013
Implementation	Lloyds Banking	OM, PA, UK Payroll	2012 - 2012
Implementation & Support	ARC International	OM, PA, Payroll (International) and Time Management	2011 – 2012
Support (Offshore)	AOL USA and Other Countries	OM, PA, Time Management, Time Sheets, TE, Project Systems, SRM, OTC and Portals	2009 – 2011
Support (Offshore)	Duty Free Shops (DFS), Singapore and Other Countries	OM, PA, Time Management, Payroll (5 Countries), Benefits, Appraisals, Authorizations	2008 - 2009
Support (Offshore)	Kellogg Brown and Root (KBR), USA and Other Countries	PA, Time sheets, Testing	2006 – 2008
Implementation & Support (Onsite)	Mindteck India Ltd, Bangalore	PA, OM, Time Management, Payroll	2006 - 2008
Support (Offshore)	Mahindra & Mahindra, Mumbai	Appraisals and BDCs	2006 - 2006
Implementation & Support (Offshore)	Jyothi CNC (I) Pvt Ltd, Gujrat	PA, OM, Time Management, Payroll, Authorization and Testing	2004 – 2006

SAP Expertise	
SAP HR	**SAP ABAP**
✓ Enterprise Structure ✓ Organizational Management ✓ Personnel Administration ✓ Recruitment ✓ Time Management ✓ Payroll ✓ Training and Event Management ✓ Compensation Management ✓ Benefits Administration ✓ HR reporting ✓ Personnel Development ✓ Travel Management ✓ Portal Technologies (ESS, MSS, e-Recruitment, e-Learning etc)	✓ Editor ✓ Dictionary ✓ Dialogue Programming ✓ SAP Scripts and Smart forms ✓ Legacy System Migration ✓ Workbench ✓ Batch Data Communication ✓ Debugging
SAP Business Intelligence	**SAP Project Systems**
✓ BEx Analyzer ✓ BEx Reporter	✓ Project Builder ✓ Costing Sheets ✓ Shadow Cost Centers

Travels	
Passport	**VISA**
✓ Indian Passport	✓ USA B1 Visa (used once)

My Key Capabilities	
Technical Capabilities	**Technical Communication**
✓ Good at all phases of SDLC (Requirements to Maintenance) ✓ Good Programming knowledge (Procedural, Object Oriented, Web and Databases) ✓ Good at all phases of ERP SAP Projects (Requirements to Post Go Live) ✓ Good at Understanding the Critical Business Processes in the area of my expertise	✓ Good at Corporate, End user and Certification Trainings ✓ Good at interactions with End user, ✓ Business process owners, Power Users ✓ Good at preparing Training programs and Training materials for different people ✓ Have the good exposure of communicating with different people around the globe for technical issues
What makes me to work tremendously?	**Efficiency?**
✓ Just a tiny trigger towards the goal / target.	✓ Can work efficiently, consistently, until the target is reached (~ 100%) once the guidelines are set with 100% Certainty. **Efficiency would be less when Certainty is less.**

Professional/SAP Experience

Project 11

08	**Employer**	HCL Technologies
08	**Client**	Lloyds Banking Group
	Role	**Lead Consultant**

Responsibility   **Tax Year End**
- Analysis of SAP Notes
- Analysis of CLC and HRSP patching
- Change management Process for Patch Upgrade Implementation
- Communication with Users, Managers and SAP OSS
- Business Small Changes

Duration   : Feb 2013 – Till Date.

Environment   : SAP R/3 4.6C, 4.70

Project 10

08	**Employer**	HCL Technologies
08	**Client**	Lloyds Banking Group

Description

Client is a leading Banking Company

Role   : **Lead Consultant**
- ✓ **Implementation** of HCM Modules OM, PA, and Payroll
- ✓ Configuration, Unit and Functional Testing, Consultant & End User Training, Support Team Training, Documentation and Defect Resolutions

Responsibility   : **Real Time Information (RTI)**

UK Payroll
- ✓ Wage type definitions and their characteristics
- ✓ Wage type valuation through Processing classes, Cumulation classes and Valuation Basis
- ✓ Configuration of RTI and RTINI Tables and Fields
- ✓ Processing Classes 48 and 49
- ✓ Configurations of Pension Schemes and Auto Enrollments
- ✓ Configuration of Info sets and Ad hoc Reporting
- ✓ Modification of Payroll Schemas, Sub Schemas and PCRs

Personnel Administration
- ✓ Deactivation of Rehiring Actions for Employees and Pensioners, Configuration of Info Types 0065 and 0088
- ✓ Configuring RTI Features (GBCHG)

Organizational Management
- ✓ Organization Structure, in DR1 client for Testing, through Organizational Units, Jobs, Positions, Tasks, Cost Centers

Duration   : Implementation - Sept 2012 to Jan 2013 (and Support Till Date)

Environment : SAP R/3 6.0

Project 9

08	**Employer**	HCL Technologies
08	**Client**	Lloyds Banking Group (LBG)

Description

   Client is a leading Banking Company based at UK

Role : **Lead Consultant**

- ✓ **Implementation** HCM Modules OM, PA, and Payroll
- ✓ Configuration, Unit and Functional Testing, Consultant & End User Training, Support Team Training & Documentation and Defect Resolutions

Responsibility : **UK Payroll**

Pay and Bonus

- ✓ Wage type definitions and their characteristics
- ✓ Wage type valuation through Processing classes, Cumulation classes and Valuation Basis, Symbolic AC and GL AC Mapping
- ✓ Payroll Processing and Pay Slip Modification
- ✓ Modification of Payroll Schemas, Sub Schemas and PCRs
- ✓ Development of Custom Programs for Converting the Input File Formats, Yearly Bonus Reporting, Yearly Pay Reporting, Interfacing with Success Factors and HRIS (Oracle).

Personnel Administration

- ✓ Personnel Actions for, in DR1 client for Testing

Organizational Management

- ✓ Organization Structure, in DR1 client for Testing, through Organizational Units, Jobs, Positions, Tasks, Cost Centers

Duration : Sept 2012 to Jan 2013

Environment : SAP R/3 6.0

Project 8

07	**Employer**	Mind Tree Consulting
07	**Client**	ARC International UAE (Ras Al Khaima)

Description

Client is a leading Glass Manufacturing Company based at UAE, with an offering of premium World class, Glass Products.

Role : **Lead Consultant**

- ✓ **Implementation** & Support of HCM Modules OM, PA, Time Management and Payroll
- ✓ Configuration, Unit Testing, Functional Testing, Consultant & End User Training, Support Team Training & Documentation

Responsibility : **Time Management**

- ✓ Configurations for Work Schedules according to different 5 Employee Sub Groups
- ✓ Configuration for Absence Recording including Absence types, Annual Leaves (AL), Sick Leaves (SL), Maternity Leaves (ML), Unpaid Leaves and Advance Leaves with corresponding Counting, Rounding, Quota Deductions and Quota Generations
- ✓ Configurations for Over Time Wage types Generation for different Scenarios (Ramadan OTs, Normal OTs and Holiday OTs) along with different Calculation Rules
- ✓ Comp Off calculations, Time Evaluations and Time Statement Modifications
- ✓ Modifications of Time Schemas, Sub Schemas and PCRs
- ✓ Configuration of Time Manager's Work Place (TMW)

Payroll (International)

- ✓ Wage type definitions and their characteristics
- ✓ Wage type valuation through Processing classes, Cumulation classes and Valuation Basis
- ✓ Absence Valuations for Unpaid Absences
- ✓ Time Wage type Valuations
- ✓ Payroll Processing and Pay Slip Modification
- ✓ Modification of Payroll Schemas, Sub Schemas and PCRs
- ✓ Preparation of functional specifications for Advance Leave Calculations Program

Personnel Administration

- ✓ Enterprise Structure and Personnel Structures with required Groupings, Personnel Actions, Sub type definitions for various Info types

Organizational Management

- ✓ Organization Structure of the whole Client through Organizational Units, Jobs, Positions, Tasks, Cost Centers etc

Duration : May 2011 to Sept 2012

Environment : SAP R/3 6.0

Project 7

07 **Employer**   Mind Tree Consulting

06 **Client**   **AOL** – USA (HQ), India, Canada, Ireland, Israel, UK. Visit www.aol.com for details.

Role : **Lead Consultant**

- ✓ **Implementation** & Support of HCM Modules OM, PA, Time Management and Payroll
- ✓ Configuration, Functional Testing, Consultant & End User

Training, Support Team Training & Documentation

Responsibility : **Time Management**
- ✓ Configurations for Work Schedules according to different 5 Employee Sub Groups
- ✓ Configuration for Absence Recording including Absence types, Annual Leaves (AL), Sick Leaves (SL), Maternity Leaves (ML), Unpaid Leaves and Advance Leaves with corresponding Counting, Rounding, Quota Deductions and Quota Generations
- ✓ Configurations for Over Time Wage types Generation for different Scenarios (Ramadan OTs, Normal OTs and Holiday OTs) along with different Calculation Rules
- ✓ Comp Off calculations, Time Evaluations and Time Statement Modifications
- ✓ Modifications of Time Schemas, Sub Schemas and PCRs
- ✓ Configuration of Time Manager's Work Place (TMW)

Payroll (International)
- ✓ Wage type definitions and their characteristics
- ✓ Wage type valuation through Processing classes, Cumulation classes and Valuation Basis
- ✓ Absence Valuations for Unpaid Absences
- ✓ Time Wage type Valuations
- ✓ Payroll Processing and Pay Slip Modification
- ✓ Modification of Payroll Schemas, Sub Schemas and PCRs
- ✓ Preparation of functional specifications for Advance Leave Calculations Program

Personnel Administration
- ✓ Enterprise Structure and Personnel Structures with required Groupings, Personnel Actions, Sub type definitions for various Info types

Organizational Management
- ✓ Organization Structure of the whole Client through Organizational Units, Jobs, Positions, Tasks, Cost Centers etc

Duration : May 2011 to Sept 2012
Environment : SAP R/3 6.0

Project 6

06	**Employer**	**AOL Online** India Pvt Ltd
06	**Clients**	**AOL** – USA (HQ), India, Canada, Ireland, Israel, UK. Visit www.aol.com for details.
	Role	: **Sr. Systems Analyst** – Full Life Cycle functional support for **SAP Human Capital Management**, **SAP Project Systems** and **related Portals**
	Responsibility	: ✓ **Ownership of SAP HCM Processes** ✓ Functional Ownership of HR Dataflow through interfaces

between different systems
- ➢ **Peoplesoft ←→ SAP HR**
- ➢ **SAP HR ←→ SAP SRM**
- ➢ **SAP HR ←→ SAP Travel & Expense (FI)**
- ➢ **SAP HR ←→ Team Play & Impress (Oracle)**

- ✓ **Ownership of SAP PS Processes**
- ✓ Functional Ownership of PS Dataflow through interfaces between different systems
  - ➢ **SAP PS ←→ Team Play & Impress (Oracle)**

- ✓ **Ownership of SRM Processes**
- ✓ Functional Ownership of SRM Processes through interfaces between SAP HCM and SRM

SAP HCM	**SAP PS**
Personnel Administration	Project Builder
Organizational Management	Costing Sheets
Time Management	Testing and Monitoring

SAP TE (ESS Portal)	**SAP SRM (ESS Portal)**
Approvals	Delegation
Workflow	Workflows
Delegation	Shopping Carts
Portal Interfaces	Different Levels of Approvals & Finance Approvers

Duration	**:**	May 2009 to May 2011
Environment	**:**	SAP R/3 6.0, Portals

Project 5

05	**Employer**	Cognizant Technology Solutions India Pvt Ltd. Visit www.cognizant.com for details.
05	**Client**	**Duty Free Shops** in Singapore (HQ), Australia, Japan, New Zealand & Hong Kong. Visit www.dfs.com for details.
	Role :	Team Lead (Total Support for HCM)

Responsibility :
- ✓ Leading the Team of 4 Consultants (2 ABAP and 2 HCM) from Offshore
- ✓ Coordination of Team Members with Users, Arranging the Status Calls, Daily, Weekly and Monthly meetings with Client Managers and Users
- ✓ Support of payroll, Time Management and E Leave to 5 countries Singapore, Australia, Japan, US and Hong Kong
- ✓ Support of PA, OM, Appraisals and Security administration to all the 7 Countries
- ✓ Support of Benefits to USA

Payroll (Singapore, Australia, Japan, US, and Hong Kong)
Time Management
Personnel Administration
Organizational Management
Appraisals

		Benefits
		Security Administration
Duration	:	Sept 2008 to May 2009
Environment	:	SAP R/3 6.0

Project 4

04	**Employer**		Mindteck India Limited
04	**Client**		KBR (Kellogg Brown and Root), USA. Visit www.kbr.com for details
	Role		Team Member – Offshore Support (Designated)
	Responsibility		**Time Management**
			Time sheets
			Personnel Administration
			Organizational Management
			Appraisals
	Duration	:	Sept 2006 – Aug 2008.
	Environment	:	SAP R/3 4.6C, 4.70

Project 3

04	**Employer**		Mindteck India Ltd (Implementation and Support)
	Client	:	Mindteck India Ltd. Visit www.mindteck.com for details.
	Role	:	Team Member – Internal Implementation and Support
	Responsibility	:	**Organization Management**
			Personnel Administration
			Time Management
			Payroll
	Duration	:	Sept 2006 to Aug 2008
	Environment	:	SAP R/3 6.0

Project 2

03	**Employer**		Bristlecone India Pvt Ltd. Visit www.bcone.com for details.
02	**Client**		Mahindra and Mahindra, Mumbai. Visit www.mahindra.com for details.
	Role	:	Team Member
	Responsibility	:	✓ Appraisals and Personnel Developments
			✓ BDC Programs and LSMW
	Duration	:	June 2006 to July 2006
	Environment	:	SAP R/3 4.7

Project 1

02	**Employer**	Genovate Solutions India Pvt Ltd Visit www.genovate.com for details.
01	**Client**	Jyothi CNC (I) Pvt Ltd (Implementation and Support). Visit www.jyoti.co.in for details.
	Role	**:** Team Member – Implementation and Support

Responsibility : Organization Management
Personnel Administration
Time Management
Security

Duration   **:** Nov 2004 – June 2006

Environment   **:** SAP 4.6, 4.7

Training Experience

02	**Employers**	Genovate Solutions, Siemens Information Systems
	Role	**:** SAP HCM, SAP ABAP Trainer

Responsibility : **Corporate Training and Certification Programs conducted at:**

- **Corporate Training**

- **Certification Training**

- **End user Training**

- **Docs**

- **Participant Evaluations**

✓ Symbol Technologies, Bangalore	25 Days
✓ Kennametal Widia India Ltd, Bangalore	25 Days
✓ BSNL, Mumbai	25 Days
✓ Sudarshan Chemicals, Pune	25 Days
✓ Colgate Palmolive, Mumbai	25 Days
✓ Tata Power, Mumbai	25 Days
✓ Tata International, Mumbai	25 Days
✓ Tata Consultancy Services, Mumbai	03 Days
✓ Tata Consultancy Services, Bangalore	25 Days
✓ IBM, Slovenia	25 Days
✓ Reliance, Mumbai	25 Days
✓ Wipro InfoTech, Bangalore	20 Days
✓ SAP Labs, Bangalore	03 Days
✓ SAP Labs Bangalore	05 Days
✓ Java Sun Micro Systems, Bangalore	25 Days
✓ Robert Bosch, Bangalore	10 Days
✓ Infosys, Bangalore	10 Days
✓ ABB Bangalore	25 Days
✓ Dell Computers	25 Days
✓ Century Links, Bangalore	60 Days
✓ Capgemini, Bangalore (Online Classes)	25 Days

Trainings Included:
- ✓ Theoretical Discussions on the concepts
- ✓ Logical Mapping of Concepts in SAP
- ✓ Demo of SAP Customization and End User Processes
- ✓ Follow ups with Participants for Theory & Practice
- ✓ Evaluations / Feedback processes
- ✓ Case Studies, Live Examples etc

Functional Experience

01	**Employer**	United Systems Infotech Private Ltd
	Role	**:** SAP HR, SAP ABAP Trainer , HR Executive

Responsibility :
- ✓ HR domain activities like Training, Recruiting, Interviewing, Time office management etc
- ✓ Training the Concepts of ERP - SAP and its Architecture to end users
- ✓ Corporate Training in Application development using SAP ABAP/4 and Implementation of SAP HR

Duration : Jan 2004 to Oct 2004