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Profile Summary

- ~4 years of Work Experience SAP HCM

- SAP versions: SAP ECC6.0, S4 HANA & SUCCESS FACTORS (HR).

- Testing & Reporting Tools: MS Excel, SAP Quality server.

- Programming Language: ABAP, XML, HTML.HRMS

- SAP HCM

- SF EMPLOYEE CENTRAL

- HRIS SUPPORT

- Project experience includes support.

- Experienced with the ERP Packages: 6.0 ECC.

- Knowledge in the configuration of the following SAP R/3 – HR modules; Enterprise Structure, Organizational Management, Personnel Administration, Payroll and Time Management.

- Good understanding of HR business process.

- Acting in client-facing role to determine business requirements

- Configurations, customization and provide support to end users as per business requirements and improve the business processes through SAP system.

- Configurations of Time objects: - Work schedules, Leave types, Holiday Calendars, Attendance types.

- Enterprise structure implementation such as company code, personal areas, personal subareas.

- Implementation of Employee groups, subgroups & pay grades.

- System based development of LSMW to reduce the overall time consumed in the process.

- Time management to execute every month payroll process for 18000+ employees.

- Knowledge of standard payroll processing cycle.

- Pay Scale Structure & Org Structure implementation in SAP & Success factors.

- Standard and MDF portlet configuration, RBP, Reporting, Business rules, Document generation in Success factors Employee central.

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- ❑ Been an integrate part of Train the Trainer program.

- ❑ Received "Spotlight Award" for excellence in performance - 2019.

- ❑ Recognized and Mentioned as a Project Lead for Clearing - "Employees Time Laws Audit".

- ❑ Recognized and Mentioned as a Project Manager for S4HANA & SF Stabilization of HCM Module.

PROFESSIONAL EXPERIENCE

1. Project: - Implementation of SAP Success Factors Modules (RCM, ONB/OFB 1.0, EC, PMGM, LMS, SCDP)

Responsibilities: -

- SAP Success Factors Functional Consultant for Employee Central & Off Boarding

- Implementation of Org structure, pay structure, Master data maintenance, Workflows development, Business Rules and validation, Document generation, MDF portlet configuration, RBP

- Reporting in Success factors where data is integrated & migrated from Success Factorsto S4HANA via CPI Integration.

- Managing team

- Configuration

- Requirement Gathering

- Research and Development support

- Training to end users and support

2. Project: - Configuration of Work schedules, Leave quota generation,Holiday Calendar for entire organization.

   SAP Time & Payroll Consultant.

Trident Group has 3 manufacturing locations spread across PB and MP and other Corporate location spread across the country and approximately 17000 plus employees are working all around.

Responsibilities: -

- As a manufacturing company rosters are defined in almost every shifts.

- Implemented the Work schedules, Holiday Calendar & WS rules with PS grouping based on its location.

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3. Project: - Configuration of Pay Structure, Wage Types and Pay Scale Area for end to end execution.

   SAP Payroll Functional Consultant

   Responsibilities: -

   - 36 pay structures configured with various combinations as per location, Wage Ceiling and Variable components.
   - Knowledge of compliance in payroll for PF, PTAX, LWF, ESI and PCR's.

4. Project: - Development of HR Compliance Registers in SAP.

   SAP OM & Time Functional Consultant

   Responsibilities: -

   - 20 HR Compliance Registers developed in ABAP from Technical team for different locations in Trident as per their respective laws.

5. Project 5: Development of Performance Appraisal Template and Annual Review Form

   HR functional PMS Consultant (SAP ECC 6).

   Responsibilities: -

   - Requirement was given to develop the Quarterly Appraisal template
   - Quarterly Review Form instead of Half Yearly Appraisal template
   - Annual Review Form

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