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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.
* 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
  + 1. 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.
  + 1. 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.
  + 1. 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.
  + 1. 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