**RASHMI**

[**RASHMI.335165@2freemail.com**](mailto:RASHMI.335165@2freemail.com)

**CAREER OBJECTIVE**

Seeking career enrichment opportunity as **SAP – HCM Consultant** in a professionally managed organization where my experience, education, skills, and abilities will be an asset.

**PROFESSIONAL SYNOPSIS**

* **Certified SAP HCM Consultant** **(ECC 6.0)** from SAP Authorized Training Centre, Siemens, Mumbai with over 5.9 years experience.
* Currently designated as **Software Engineer Sr. Analyst with Accenture Services Pvt. Ltd.,**  Pune.
* One implementation experience in Payroll India

**ACADEMIC CREDENTIALS**

* **Diploma in Personnel Management & Industrial Relations** from I.M.P.S., Mumbai.
* **Masters Diploma in Personnel Management & Industrial Relations** from Symbiosis Management Institute (Distance Learning), Pune.
* **B.Com.** (Mumbai University)

**SAP CAREER OVERVIEW**

**Software Engineer Sr. Analyst with Accenture Services Pvt. Ltd.**

Oct 2015 till date

*Job Profile***:**

* Involved in Support Project for PA / OM / Payroll modules for multiple countries.
* Coordinate with technical consultants.
* Understand the issues faced by end users.
* Creation of Functional Specifications for identified Enhancements.
* Involved in Unit testing
* Creation/Generation of Work Schedules
* Updation of Constant Valuation tables.
* Modification of Wage Types
* Modification of Payslip
* Creation of Personnel Areas & Personnel Subareas as per client requirement
* Involved in HRSP activity

**Sr. Software Engineer with Tech Mahindra Ltd.**

Sept 2014 thru Sept 2015

*Job Profile***:**

* Involved in process discussions for SAP Fiori.
* Creation of Functional Specifications for the identified developments / enhancements
* Creation of functional designs for converting ESS services into Fiori Applications.
* Involved in testing SAP Employee Self Service on SAP Fiori Framework.
* Involved in Unit testing, Interface Testing and User Acceptance Test
* Created detailed test plan and test cases through understanding of the Business Requirement documentation.
* Experience on HP ALM/ Quality Centre modules like Requirements, Preparation of Test Plan and Defect tracking.
* Experience on Preparation of Test Scenarios, Test Scripts and Defect reports.
* Performed cross browser and devices testing to ensure compatibility of application on Google Chrome, IE, IOS and Android.
* Co-ordinated with Development team for bug fixing.
* Post Go-live support to end users & worked on minimizing the SAP HR Queries after Go-live.

**Sr. Functional Consultant-SAP HCM with ABM Knowledgeware Ltd.**

Apr 2011 through Aug 2014

**Project Details:**

**Client:** Municipal Corporation

Municipal Corporation of Greater Mumbai (MCGM) & Kalyan Dombivli Municipal Corporation (KDMC)

*Job Profile***:**

* As-is business process study and preparation of detailed functional requirement.
* **Payroll (PY)** sub module.

1. Allowance grouping.
2. Maintaining wage type models, characteristics
3. Designing pay slip using **Tcode PE51**
4. Configuration of new PF scheme for client, professional tax
5. **Absence valuation** using counting classes.
6. Debugging the errors till successful payroll run happens.
7. Understanding & resolving issues related to Form-16.
8. Maintain TARIF Feature.

* **Time Management (TM)** sub module.

1. Defined holiday calendar, **DWS, PWS, WSR Work schedule generation**.
2. Defined **counting rule, rounding rule, deduction rule** for absence counting.
3. Maintain features like SCHKZ, TMSTA.
4. Absence quota generation using **RPTQTA00**,

* **Personnel Administration (PA)** sub module.

1. Designed **personnel actions** like Hiring, Promotion, Transfer, Organization Reassignment, and Separation.
2. Maintaining features like NUMKR, ABKRS.
3. Infotype field maintenance. Debugging the errors occurred during running an action.
4. Employee photo upload configuration (Optical archiving).

* **Organizational management (OM)** sub module.

1. Organizational structure creation and maintenance.
2. Object Relationship maintenance etc.
3. Authorizations.

* As a member of testing team conducted module testing.
* Provide end user training at client site and prepare user training manual.
* Coordination with technical consultants.
* Understand the issues faced by end users
* Preparing the data upload format for legacy data collection for payroll infotypes
* LSMW

**NON - SAP EXPERIENCE**

**HR Executive** with Pioneer Call Net

May 2009 through Mar 2010

*Job Profile***:**

* Deriving the nature of job that needs to be filled, this is pivotal as clarity in job requirement leads to possibly choosing the right candidate with specific skill sets for an interview.
* Inviting resumes from potential candidates by communicating requirements to other agencies or directly with candidates.
* Post interview follow-up with HR and understanding why a candidate did well or flunked as the case maybe, this according to me helps make better selection of a candidate in future and also helps in communicating with the candidate about his/her strong/weak points thus helping them imbibe the critical job interview process.
* In some cases working with HR in floating job requirement.
* Using different mediums such as job portals, emails, phone calls in getting in-touch with a potential candidate.

**Quality Assurance Executive** with **WNS Global Services Pvt. Ltd**

Feb 2008 through July 2008

**Sr. Customer Support Associate** with **Accenture Services Pvt. Ltd.**

Sept 2005 through Feb 2008.

**Client Response Executive** with **GTL Ltd.**

October 2003 through Aug 2005

**Computer Operator** with **Gujarat Cables & Enamelled Products Pvt. Ltd**.

March 2001 through October 2002