|  |  |
| --- | --- |
| **AJITH** **SAP HR/HCM | SAP SuccessFactors | SAP ABAP****Certified SAP Development Consultant | SAP HR - Functional & Technical** | Ajith Kumar V O |
| 🖂: ajith.370054@2freemail.com  | DOB: 1971-05-08Description: C:\Users\prakruthi.k\Desktop\location_marker_pin-.png: Bangalore, IndiaGender: Male*Willing to relocate at the earliest*Marital Status: MarriedNationality: India |

**CAREER SNAPSHOT**

* An accomplished technocrat with **over 20 years** of overall experience, which includes 16+ years in**SAP HR/SuccessFactors HCM** and 4+ years in ORACLE related development
* Successfully handled severalnational and international **implementations** and **production support projects**
* Rich experience in business process analysis, design, development, customization and implementation of software applications including **ERP applications**
* Proven competency in creating **MIS report** and possess excellent **Project Management** skills
* Adept atclient requirement analysis, planning, designing and delivering solutions; proficient in analyzing and translating business requirements to technical requirements and architecture
* Strong database skills, Object Oriented Programming and development knowledge
* SME of all HR functionalities including Time module & Payroll
* Good domain knowledge of Telecommunication, IT, Automotive and Industrial manufacturing industries
* Active member of hiring team activities for SAP HR Functional Candidates in IBM
* Articulate & versatile team player with excellent analytical, interpersonal and communication skills

**GLOBAL EXPOSURE**

* Worked on-site in Australia; interacted with clients / employees from several parts of the world
* Worked on several international projects; coordinated with off-shore/on-shore teams and internal/external stakeholdersfor better execution of implementation and support projects

**TECHNICAL SKILLS**

|  |  |
| --- | --- |
| * ERP:
 | SAP HCM , SuccessFactor |
| * Development Tools:
 | ABAP |
| * Functional Modules:
 | SAP HCM – Payroll, Time, PA/OM, ECM, ESS/MSS |
| * Operating Systems:
 | Windows /95/98/NT/200/XP, IBM AS 400 |
| * Programming Languages:
 | ABAP, PL/SQL, Pro\*C, XML. |
| * Databases:
 | ORACLE, SQL\*PLUS, Oracle Developer (Forms 6i/4.5, Reports 6i/2.5) DB/2  |
| * Design/Tools and Utilities:
 | ASAP methodology. |
| * Applications:
 | SAP HCM Payroll and Time,SuccessFactor, CATS.SMART FORMS |

**FUNCTIONAL SKILLS**

|  |  |  |
| --- | --- | --- |
| * Requirement Gathering & Analysis
* Business Process Testing
* Business Process Analysis
* Production Support
 | * Quality Assurance & Control
* Problem Solving Strategies
* Stakeholder Relationship
* Customer Service
 | * Defect/Bug Tracking
* Team Management
* Implementation& Support
* Analytical Skills
 |

**EDUCATION**

* Master of Computer Application,Regional Engineering College (National Institute Technology), Calicut, India - 1995
* Bachelor of Science, Calicut University, Kerala, India - 1991

# CERTIFICATION & TRAINING

|  |  |
| --- | --- |
| * ABAP Training courses like BC400
* HR390 Payroll Basic
* HR400 - Payroll Configuration
* HR306 - Time Recording
* HR311 - Time Evaluation without clock times
* ECM (Enterprise Compensation Management)
 | * HR255- ESS/ MSS
* Software Estimation Tools & Techniques
* SuccessFactor initial Training
* SuccessFactor PMGM (Online Training)
* SuccessFactor Succession (Online Training)
 |

**CAREER TRAJECTORY**

|  |  |  |
| --- | --- | --- |
| **Organization** | **Designation** | **Duration** |
| IBM India Pvt. Ltd. | Project Manager SAP | Aug 2005 – Till Date |
| Mahindra Satyam | Senior System Analyst | May 2003 – Aug 2005 |
| SAP Labs India Pvt. Ltd. | Senior Developer | Feb 2000– May 2003 |
| Indian Telephone Industries Pvt.Ltd. | Assistant Executive Engineer – MIS | May 1996– Feb 2000 |

**KEY PROJECTS**

|  |
| --- |
| At**IBM India:** |
| Project # 1: | **British Petroleum Payroll Outsourcing project** |
| Client: | BP one, UK |
| Role: | Business System Lead/ Project Lead / Team lead / Senior Advisory SAP HR Functional consultant |
| Team Size: | 30 member team consisting of all SAP modules. (20 Functional consultant) |
| Duration: | Mar 2016 - Till Date |
| Environment: | SAP ECC 6.0. |
| Description: | Project aimed at planning complete roll out from existing SAP HR system to cloud based system |
|  |
| Responsibilities | * Manage a team of 4 HR functional practitioners working from India
* Monitored and reviewed and all the deliverables before sending to client
* Co-ordination between Onsite Service Managers and off shore team
* Ensured timely delivery of Requirement Traceability Matrix and Fit gap analysis documents
 |
|  |
| Project # 2: | **SAP Support Service AMS** |
| Client: | Newcrest Mining Ltd., Australia |
| Role: | Business System Lead / Project Lead / Team Lead /Sr. Advisory SAP HR Functional Consultant |
| Team Size: | 45-member team consisting of all SAP modules. (20 Functional consultant). |
| Duration: | Mar 2013 - Feb 2016 |
| Environment: | SAP ECC 6.0. |
| Description: | The project aimed at implementing HRM, PA/OM and ESS/MSS modules as well as providing Incident Management and Service Request Management and supporting 7000 active employees for 3 different payroll, Australia, Indonesia and Papua New Guinea |
|  |
| Responsibilities | * Supervised a team of 4 HR functional practitioners working from India
* Provided fast resolution of issues reported by the customers
* Ensured to report no system/Application down time; achieved SLA adherence at 100%
* Managedsuccessful HRSP implementation and year end activities
 |
|  |
| Project # 3: | **IBM HRMS Project. (Global Release Implementation Team)** |
| Client: | IBM Internal, IGA Account |
| Role: | Senior Advisory SAP HR Functional Consultant |
| Team size: | 10 Functional Members and 7 TechnicalMembers |
| Duration: | Jun 2007 - Jul 2012 |
| Description: | The long term mission is to transform HR to better support IBM’s business and strategic initiatives by delivering a single HR system, worldwide. The HRMS Program is the global and strategic replacement of 45 legacy HR and payroll systems across 74 countries and 370K employees. |
|  |
| Responsibilities | * Part of global Implementation team touching each phases of ESAP methodologies
* Payroll Implementation Team Lead from India for GCG countries, China, Hong Kong & Taiwan
* Project Lead from India for SAP HCM Implementation (Time module & Payroll implementation)
* Rel 2.6 CEMA Implementation PA/OM
* SPOC for CEMA payroll reports. PU12 Reports
* Examined all custom & standard reports and make sure they are working
* Prepared documentation for presenting to the business
* Developed Adhoc queries (as a part of CEMA reports or otherwise)
* SPOC for Data Migration support and activities and for Change Request Management Team and conduct solution calls for different teams working in different SAP HCM modules
* India functionality includes:

|  |  |
| --- | --- |
| * Personal Administration
* Organizational Management
* Payroll (Gross to Net), 60,000 employees
 | * ESS (Employee Self Service)
* MSS (Manager Self Service)
* Workflow&Time Management
 |

 |
|  |
| Project # 4: | **HRMS Project** |
| Client: | ERICSSON, SWEDEN |
| Role: | Team Lead and Senior SAP HR Functional Consultant |
| Team size: | 17-member team (10 functional members and 7 Technical). |
| Duration: | September 2005 to June 2007 |
| Description: | This is a post implementation support project supporting Ericsson in Application Management Service, Application Enhancement Service and Application Development in in SAP HR area. |
|  |
| Responsibilities | * Resolvedrickets by giving effective solution thereby preventing the reoccurrence of the problem
* Adopting scientific approaches of SAP to address all the client needs and suggesting suitable procedures to get maximum process optimization and to derive maximum benefits of SAP
* Improved and introduced new process in HRMS AM area
* As a Team Lead of Functional HR AE Team, was responsible for solving complex demands in SAP HR Time module using Time schema, Personal calculation rule and Functions
 |
| *Note: Complete details of all the projects will be provide upon request* |

**KEY ACCOMPLISHMENTS**

* Received “Blue Thanks Award” from Onsite Project Manager for demonstrating dedication to success and put the client need first by sharing expertise
* Received nomination for H1B consecutive 3 times due to Top talent in IBM India
* Won “Manager’s Choice Award – 2014” twice from People Manager for the practice “Show Personal Interest”
* Contributed 15 papers on SAP HR Functional and Technical areas for IBM in Practitioners portal and achieved Top 5% of the achievers Gold status in 2014
* Bagged “Thank You Award” from IBM for the successful completion of projects in Ericsson account
* Nominated as Knowledge Champion in SAP HCM
* Nominated as TOP Talent in IBM
* Nominated as Career Guide in IBM
* Taken IGA Knowledge Horizon eShareNet Session on "SAP HCM Integration”
* Formal mentor in SAP and Helped the Fast track team (SAP HR) in Bangalore and provided help to others from other location as well
* Assisted IBM L&K team to design a question bank on SAP HCM India Payroll, which can be used to evaluate Practitioners attending India payroll training; Conducted SAP HCM India Payroll Training for Practitioners

**LANGUAGE SKILLS**

* Fluent in English, Hindi, Malayalam and Kannada

**References will be available upon request**