

# Chandra Kanth P

## SAP SUCCESSFACTORS CONSULTANT

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### SUMMARY

An experienced SAP SuccessFactors consultant with a reputation for problem-solving, improving customer satisfaction, and driving overall operational improvements. I am seeking a challenging and rewarding opportunity in an organization of repute that recognizes, utilizes, and enhances my current potential while nurturing my analytical and technical skills.

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### CERTIFICATIONS

SAP Associate - Compensation  
SAP Associate - PMGM  
SAP Associate - Employee Central

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### PROFESSIONAL EXPERIENCE

**Associate Consultant**  
**EY GDS - Hyderabad**

**Aug 2021 - Present**

**Project Name: Symphony (Compensation - Support)**

- Interactions with clients across multiple countries to gather requirements and recommend feasible and effective business solutions.
- Experience in building configuration workbooks, end-user guides, admin guides, and test scenarios by system configurations.
- Designed custom templates for SuccessFactors Compensation Statement.
- Providing access to business end-users based on roles and permission.
- Create and Manage compensation worksheets. Design worksheets by modifying and adding the standard and custom columns.
- Worked on Field-Based Permissions

**Project Name: DSM - Firmenich (Compensation - Support)**

- Supported the lead offshore consultants to fulfill the client requirements related to compensation.
- Configured and tested eligibility rules.
- Create the compensation statements and modify it's settings.

**Project Name: Shiseido - APAC & EMEA Region (Compensation - Implementation, & Support)**

- Enabling permissions for compensation management in the provisioning system and creating role-based permissions related to compensation management.
- Updating the compensation planning hierarchy, creating the compensation worksheet, and updating and managing the compensation worksheet.
- Compensation permissions settings from Actions for all plans, which includes exporting and Importing employee compensation data, configuring currency conversion tables, creating lookup tables.

- Attending regional workshop sessions.
- Configuration of Compensation Configuration Workbooks.
- Interacting with customers for project plan finalization, demos, POC's, and project reviews.

**Project Name: Havi, Kwik Trip & XPO (PMGM - Support)**

- Creating RBP related permissions for PMGM roles.
- PMGM, Succession Workbook Configurations.
- Testings related to RBP roles and the Goal Management module.
- Creating Route Maps, Rating Scales, and Modifying & Configuring the PMGM Templates.
- Creating Admin End-User Guides for the Clients.

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**Senior Consultant**  
**Equiniti India, Bangalore**

**Aug 2020 - Aug 2021**

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- Involved in full-cycle recruiting support—executing all stages of the recruitment process, both IT & non-IT hiring.
  - Responsible for starting pilot transition US CEE project in Bangalore.
  - Conduct regular follow-ups with managers to determine the effectiveness of recruiting plans and implementation. Collect data on cost per hire.
  - Ensuring that to maintain the diversity mix while hiring across levels for various verticals.
  - Experience in hiring niche and vanilla skills.

**Workday Recruitment Module:**

- Create Job Requisition.
- Creating an Offer Document.
- Internal & External Job Postings in WD.
- Taking care of end-to-end (Job Postings, sharing profiles to the respective manager, screening Reject, moving the candidate's stage to offer/hire) actions in Workday.
- Creating Evergreen Requisitions, Job Freeze / Unfreeze.
- Edit/Change Job Description/Requisition details.

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**HR Executive**  
**Statestreet HCL Services, Chennai**

**Dec 2018 - May 2020**

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- Involved in the full-cycle recruitment process, from Sourcing the profiles to candidate onboarding, Developing and executing recruiting plans, Worked closely with stakeholders across PAN India.
  - Involved in many BFSI hiring projects across PAN India, responsible for starting up new businesses in Pune & Vijayawada.
  - Full-cycle recruiting duties included being well versed in recruiting. Screening, interviewing, offer negotiation and Onboarding the candidates.

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**EDUCATION**

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<b>MBA - Human Resources (JNTU - Anantapur)</b>	<b>2018</b>
<b>B Tech - Compute Science Engineering (JNTU - Anantapur)</b>	<b>2015</b>