SANDIP BHATTACHARYA

SuccessFactors EC Consultant

CONTACT

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SKILLS

- SuccessFactors EC core with TimeOff
- Basic usage of SF RCM and ONB modules
- Reporting in SuccessFactors
- Tableau
- Power BI
- Advanced Excel
- Python for Data Science
- Machine Learning Algorithms
- Basic MySQL

STRENGTHS

- Positive Attitude
- Empathetic
- Strong Ethical Values
- Self-Motivated
- Flexibility
- Team Player
- Organized
- Supportive

OBJECTIVE

Aspiring SuccessFactors Employee Central Consultant with two years of experience in HR technology and data science. I am eager to leverage my dual expertise to drive innovative solutions that enhance organizational efficiency and employee engagement. Committed to applying my knowledge in data analytics and HRIS implementation to support businesses in optimizing their HR processes and achieving strategic goals.

WORK EXPERIENCE

Executive - HR Operations | NIIT Ltd. | Gurgaon | October 2022 - Present

Areas of work / Projects done:

A) <u>SuccessFactors Role:</u>

1. Helped clean and analyze the data during migration from SAP to SF as well as worked to maintain the system at the time of company's demerger phase.
2. I have self-learned and helped the core team in NIIT during the entire SF project implementation. This mainly includes the creation of master data, employee profiles, positions and roles in both ad-hoc & bulk.
3. Cleansed the entire RBP groups and roles as initially it wasn't defined properly which led to issues faced by users.
4. Trained the HR team and helped them pick up their daily roles in SF.
5. Performed UAT testing for EC, RCM and ONB hence acquiring an understanding of the process in RCM and ONB as well.
6. Created reports (canvas, story & table) in SF based on the Operations team's requirements.

B) <u>Core HR Team responsibilities:</u>

1. Project on ESOP: helped in understanding the trend after pulling out insights through dashboards.
2. Organized and maintained accurate employee records, ensuring data consistency. Prepared simple monthly reports on HR metrics like headcount, turnover, and new hires for management review.
3. Assist with payroll data analysis, ensuring accurate salary and

LANGUAGES

➢ English
➢ Bengali
➢ Hindi

HOBBIES/INTERESTS

➢ Music
➢ Geopolitical topics
➢ Art and Anime
➢ Gaming

benefits calculations.

4. Chat-bot NAiRA implementation: Collected 5 years of system-generated data on employee queries raised on the server's chatbot (ASSIST) and helped the organization understand the topics the bot had to answer the most.

EDUCATION

➢ **B.Tech in Mechanical Engineering | 2016 – 2020 | 8.2 CGPA**
MLRITM (JNTUH Board), Hyderabad

➢ **12th Boards | 2015 – 2016 | 82%**
Atomic Energy Central School (CBSE), Kaiga.

➢ **10th Boards | 2013 – 2014 | 82.5%**
St. Xavier's High School (ICSE), Bhilai.

CERTIFICATIONS

➢ **SuccessFactors Employee Central course with TimeOff**
NiT Data | October 2024

➢ **Advanced PGP Course in Data Science and Machine Learning**
NIIT StackRoute | March 2022

➢ **Master in Mechanical CAD and ANSYS**
CANTERCAD | July 2019