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# KISHORE P

Chennai, 600045

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## Summary

- Certified SAP SuccessFactors professional specializing in the Employee Central module with over 3+ years of Domain experience in HR seeking to advance my career in aligning SAP SuccessFactors functionalities with HR strategies to drive efficiency, accuracy, and employee satisfaction. Seeking to contribute to a dynamic environment offering professional growth and rewarding challenges.

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## Professional Experience

### Kaar Technologies – Senior Analyst

(10/2021 – Present)

- Overall, 3.4 years of working experience in HR - Business Partner Functionality
- Worked extensively on Success Factors Employee Central Core.
- Worked in all phases of project from business prerequisites gathering, business process examination, applied outline, blueprinting, design, testing, and generation support.
- Experienced in gathering Customer Business requirements and blueprinting, also recording the business process in Success Factors derived workbook configuration sheet.
- Defined Workflows for different events.
- Developed workflows to streamline various HR processes, enhancing efficiency and reducing manual errors.
- Implemented role-based permission system.
- Facilitated new hire orientations, processed transfers and managed employee separations.
- Liaised with staff and management in analysis and resolution of issues, grievances and conflicts.
- Organized special company and team-building events to increase employee collaboration, trust and communication.
- Provided advice and guidance to leadership and non-management personnel in resolving work-related problems.
- Conducted HR events, wellness events and sports activities.
- Supported quarterly performance assessments to increase employee retention and performance improvement.
- Analyzed employment-related data and prepared reports. Prepared or maintained employment records using human resources management system software.
- Supported management changes initiatives, helping employees adapt to organizational transformations.
- Maintained and updated organizational charts, employee handbooks or performance evaluation forms.
- Delivered training and development programs to enhance employee skills and productivity.

## **Skills**

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- SAP Success Factors - Employee Central Core.
- Human Resource Management (HRM)
- HR Business Partner (HR BP) Operations.
- Cross functional collaboration
- Business Process Optimization
- Change Management & Process Improvement
- Power BI
- MS Office

## **Certifications**

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- Certified with the SAP Badge in SAP SuccessFactors, specializing in the core functionality of Employee Central Core.
- Completed advance tally with GST Course at MSME
- Completed Digital marketing course and skills training sessions from GTT & Barclays.
- Completed Power BI Course

## **Accomplishments**

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- 10+ award as Star of the month, Culture Award, Rising Star
- Ensuring single digit attrition % for the past 3 years.
- Improved employee engagement scores by 10% through the design and implementation of new employee recognition and feedback initiatives.

## **Education**

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### **05/2023 – MBA (General)**

- Percentage 80%
- University/Board: Pondicherry University

### **07/2021 – B.Com (Honours)**

- Percentage 85%
- University/Board: Madras University

### **05/2018 - HSC**

- Percentage: 91%
- University/Board: State Board

### **05/2016 - SSLC**

- Percentage: 94%
- University/Board: State Board

**Personal Information**

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- Father's Name: M Ponnurangam
- Mother's Name: P Vimala
- Date of birth: 08/10/2000
- Gender: Male
- Languages: English, Tamil, Hindi
- Nationality: Indian
- Marital Status: Single

**Disclaimer**

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I hereby declare that all the above furnished information is true to the best of my knowledge and belief.