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 KISHORE P

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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.

# 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

* 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

* + 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

* + 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

## 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

* + - 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

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