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MOULIKAILESHA S KULKARNI

DEPUTY MANAGER

Seasoned professional with 15+ years of experience in SAP HCM and SAP SuccessFactors Consultant with expertise in full life cycle implementations, supporting upgrades and integration projects and enhancement projects. Demonstrate expertise in management service and Project Budgeting, Team Leadership and conversion strategy development and Project resource planning. Excellent communicator leverage technical, business and ﬁnancial acumen to communicate eﬀectively with client executives and their respective teams. Expertise in Project Management, Customer Relationship Management & Team Management. Pursuing PMP Exam this month.

# CORE COMPETENCIES

Project Management Business and Stakeholder

 Management

Report Management Customer Requirement

Documentation SAP System Implementation

Agile Technology Process Improvement

Troubleshooting Team Management

Sap Successfactors PM/GM Sap Successfactors EC / LMS

# PROFILE SUMMARY


#### Instrumental in all phases of project from business prerequisites gathering, business process examination, applied outline, blueprinting, design, testing, and generation support, also recording the business process in Success Factors derived workbook conﬁguration sheet.

* Eﬃciently deﬁned business requirements and done ﬁt/gap analysis for Time Management processes for the organization. Credited for system design and implementation of Time Management module covering Work Schedule setup, Absence/Leave management, Quota management and Payroll Integration.

#### Possess good understanding on all aspects of project execution in full cycle implementation of SuccessFactors projects, starting from Project preparation, Execution to Go Live and Support. Performed workshops on SuccessFactors Employee central and Compensation with detailed understanding of the business processes.

* An eﬀective communicator with strong analytically and coordination abilities. Well-developed skill in providing technical solutions and have experience in planning, designing, developing, troubleshooting complex problems cutting across broad range along with Integration management of Cloud /On-Premise Integration Products.
* Responded rapidly to end-user questions and concerns. Helped them understand the SAP and Success Factors landscape and migration challenges. Rich knowledge of working with Recruitment leads, Hiring Manager, Risk and Governance in the implementation process and policy changes.

# SUCCESSFACTORS

Employee Central

Learning Management System

Performance and Goal Management

**TECHNICAL SKILLS**



|  |  |  |  |
| --- | --- | --- | --- |
| **Operating System** | Windows NT, DOS, UNIX , LINUX (Red Hat). |  **Sap ERP**  | Successfactors EC, LMS PM/GM and XML language |
| **DBMS** | Sap S/4 hana | **Languages** | Sap Abap |
|  |  |  |  |

# WORK EXPERIENCE


## Project Manager

### (Til May 2023)

### Stepping Cloud Company

* Responsible as team lead and supported as an expert consultant on key assignments.
* Supporting in pre-sales Documents and planning activities in regards to time line.
* Involved in SAP SF Implementation, Re Engineering, Process Improvement and Production Support.
* Working for a recent techniques like Activate project management
* Helping in Techical Specifications given in Workbooks.
* Perform S/4 Hana Design and give solutions for S/4 Hana implementation and data migrations.
* Scheduling and allocating work, providing advice and guidance, and resolving problems to meet technical performance and financial objectives.
* Coordinate all Scrum Ceremonies including Sprint Planning, Daily Standups, Sprint retrospectives, Sprint Demos, Story Grooming, and Release Planning
* Adept in configuring EC Workflows, Alerts & Notifications, Benefits Claims, Document Generation, Position Management, Business rules.

## Deputy Manager

### T-SYSTEMS ICT INDIA PVT LTD

*05/2021 to 02/2022*

*Achievements/Tasks*

* Identifying the current business structure and then implement & conﬁgure the LMS to suit the consumer requirement. Conducting workshop with Business stakeholders to collate feedback and unify/standardize business process.
* Developing and maintaining knowledge base and supporting documentation regarding administrative access and function of LMS. Successfully worked on Success Factors (SFSF) connectors wherever required for LMS to SFSF.PM & GM
* Responsible for creation of Roles and items, programs and curriculum. Preparing and managing user accounts into LMS. Strong willingness to learn new skills and concepts very fast. Experience in standard reporting and AdHoc queries.
* Proven experience on configurations in Employee central and Worked on Foundation objects , MDF objects and rules in EC.
* Configration of RBP and managing security for roles and groups in Employee central.Creation of Picklist , managing positions ,organisation management , provisioning Configuration at Admin level . Also worked on Emplyee Reports in Reporting and Data Models.
* Good Knowledge of HR processes and integration in between EC and other successfactors modules.
* Enhanced the layout of the GM, PM forms. Worked on notiﬁcations emails in PM /GM. Create holistic solutions to support business outcomes for customers based on insights into leading practices and benchmarks.
* Evaluating customer requirements in light of business processes and map requirements to a technical solution architecture by identifying appropriate solution options/recommendations, identifying solutions gmanaginaps, developing gap closure options, and facilitating the customers' understanding and design of conceptual, functional, and technical integration points..
* Utilize configuration tools to use dashboards and widgets to create a guides for learners and managers
* All the data migration from hris and sso sources
* Create activitie for learners to assign courses and curriculum to lms .
* User Connetors role management and to help user in content management activities

## IT analyst

### TATA CONSULTANCY SERVICES

*09/2011 - 05/2022*,

*Achievements/Tasks*

* One End to End implementation on Successfactors and delivery experience (across lifecycle to deployment)
* **Resolving and Managing** of queries courteously and eﬃciently. Focused teams on business objectives and tracked progress to ensure **project milestones** were completed on **time** with desired result.
* Deﬁned and implemented disaster recovery and **backup procedures** for systems managed by the team. Deﬁned delivery and support plans for implementing Sap /Success factors information technologies. Implementation of ASAP methodology with phases like **Project Preparation**, Business Blue Printing, and Realization, Multiple phases of Testing, Final Preparation, Go-Live and Post Go-Live Support.
* Communicated regularly with stakeholders regarding pertinent IT activities. Benchmarked, analyzed, reported on, and made recommendations for the improvement and growth of the Sap systems work. Conﬁrmed eﬀectiveness of solutions by interacting with user base and understanding their challenges
* Experience in Manual testing that includes Design Test Plan/Test Strategy and Test cases, Inspections/Reviews. Preparation of User manuals and User training. Preparing **BBP** and **Functional Specs**. Worked in Reporting which consists of reporting on module like **Performance Management , Goal Management , Employee Central, Employee Proﬁle.**
* Managing Proxy Users to access another User's data and Functions
* Configuring RBP and Permission Group
* Create Picklist for customer specific data .Propagation for specific fields.
* Add Associations and Event Reasons to the Instance.
* Set up hard-coded competencies in PM form based on the business requirement.
* Enhanced the layout of the GM, PM forms.
* Gathered requirements from Clients Business Team.
* Customized the data models using XML configuration as per the requirements , lately Process has changed.
* Linking goals with performance management and granting permissions .
* Creating rating scale, Route map, Manage template and launch forms. - Performance Management.
* System configuration and solution walkthrough/configuration iteration workshop on Employee Central .

## Senior Sap Consultant

### ATOS ORIGIN PRIVATE LTD

*11/2010 - 07/2011*,

*Achievements/Tasks*

* Conﬁgured the work schedules like Break, Daily, **Periodic work schedule** and maintained **Work schedule rules** according to client requirements.
* Conﬁgured the **Public holidays, holiday calendar** and factory calendar according to client requirements.
* Created and **maintained Organizational structure** including organizational units, jobs, positions, costcenter assignments, etc. Integration between Om and other modules. Maintained the **Number ranges** for organizational units. Created **Reporting structure**, matrix structure .
* Created Organizational **Units, Jobs, Positions, & Persons** and assigned **Costcenter.** Used **Time evaluation driver RPTIME00** to form time wage types and time balances on a daily basis manage time quotas.
* Expertise in all the HCM Modules: Talent Management, E-recruiting, E-learning, ESS/MSS, PA/PD, Org Management, Enterprise Learning Solution/ & Events, Beneﬁts, Compensation, Time Management, Payroll, interfaces/conversions.
* **SAP HCM:** Integration switch activation for updating of position text. Creation of Organizational units, positions, jobs and task. **SAP payroll**
	+ applications to meet requirements of customers.
* Deﬁning **Valuation of Wage types** and **Creation of wage Types**. Setting up **Wage Type Permissibility** for each PS and ESG and **Wage type characteristics**. Processing of **payroll** fo r **Canada And UK** employees. Worked on Generation of **ROE Reports** a n d **Canada Pension Plan Calculations.**
* Responsible for Functional Speciﬁcation for updating of email address. Creation of **Dynamic Actions** for infotype 185. Conﬁguration of sap for payroll and beneﬁts. **Time constraint** for Chief Position. Worked on the **PCR, Schema** for Negative Time management time evaluation.
* Maintenance of Vendor details for Company Car Lease. Conﬁguration and Design of **Beneﬁt Plan Types**, Eligibility and Beneﬁt Plans/Coverage/Costs accounting for domestic partner coverage premiums.
* **Beneﬁts Plans conﬁguration** : Employee Assistance Program, Basic AD&D, Short Term Disability STD, Basic LTD, Basic Long-Term Care, Basic Life Conﬁguration of ten Beneﬁts Providers: Vision, Dental, Cobra, Lincoln Financial. FS for a Report for deletion of communication infotype Records.

#### Mphasis India Pvt Ltd (03/2010 - 10/2010)

*Senior SAP Consultant*

#### Fujitsu India Pvt Ltd (12/2006 - 05/2009)

*Senior SAP Consultant*

# EARLIER WORK EXPERIENCE


#### Geek Software Pvt Ltd (11/2004 - 08/2005)

*senior sap consultant*

#### Aress Software Technology Pvt Ltd (02/2004 - 10/2004)

*senior sap consultant*

# PROJECTS


## Liondell Project [ Project I]

### Tata Conusltancy

*Tasks/Achievements*

* Worked on diverse projects from banking domain to oil and Rigs since human resource management is used in all industries irrespective of the Work or domain they are working in .
* Can discuss in person when we are having interview.

## Pepsico cool Project [ Project II ]

*Tasks/Achievements*

 Developed technical design speciﬁcation and Functional Specifcation document.

 Interacting with Clients/ Stakeholders for preparation of Work books related to respective module in the Successfactors.

 Gap analysis and giving feasibility study on the given criteria.

## Aditya Birla Project [ Project III ]

*Tasks/Achievements*

 Time management configuration for Clock in and Clock out .

 HR process owners: provides business process, requirements, and decisions on workbooks

 Assembly of resources such HR analyst , Security persons, System architech Tester , coders for the Project

 Formalization of project from pre-configuration to modular n flexible deployment of the data

## ESI Project [ Project IV]

### Fujitsu India Pvt Ltd

*Tasks/Achievements*

 Worked on Customized Report for planned and actual hours Report on PP and various modules like. Fico and PP , ALE Idocs

# EDUCATION


## Master of Computer Management

### J.D.C. Bytco Institute of Management Studies & Research, Nashik University of Pune

*2000 - 2003*,

## Bachelor of Commerce R.N.C. Arts

### J.D.B. Commerce & N.S.C Science College, Nashik

*1996 - 1999*,