Sri Lakshmi T

SAP SuccessFactors Employee Central

**• +91 7286010137**

**•** [**srilakshmitammana9@gmail.com**](mailto:srilakshmitammana9@gmail.com)

With 5+ years of total experience including 2.7 years of experience as SAP SuccessFactors Employee Central Consultant played effective roles in HRIT projects, enhancement projects and end-to-end implementation. Team player with good communication skills, high quality of work, driven and highly self-motivated.

# Experience

# IBM India – (Feb-21 to Till Date)

* SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core
* Hands on Experience in implementing and configuring SuccessFactors module (Employee Central)
* Knowledge in configuring SAP SuccessFactors integration with SAP ECC and other third-party applications.
* Excellent knowledge in Transforming HR business processes in SuccessFactors.
* Involved in workshops for requirement gathering and Fit-Gap analysis, as-is and To-Be process, business blueprint, configuration, testing and production support.
* Helping HR in providing end-to-end SAP SuccessFactors and SAP HCM system implementation, support, and upgrade
* Worked on various Data Models – Corporate, Succession and Country specific Corporate, country specific Succession in modifications to meet Global requirements.
* Managing RBP (Role based permissions), Working with generic objects, setting up data models, Templates, developing custom reports, MDF-based information
* Involved in Hire to Retire Process - SAP & SF
* Creating Job Requisition to new hire to candidate onboarding process and maintain HRIS Systems
* Maintain Standard Operating Procedures and Business -Process flows.
* Unit testing and error log validations during Iterations
* Guiding Customers on new features & functionalities being added after every release.
* Ensure perfect data-migration and Production Cut-Over activities for the Go-Live, also offering hyper care support post the Go-Live
* Responsible for Status update to Clients and Stakeholders, capture statistics, Executive Report generation, identify/resolve roadblocks, periodic hiring status reporting/ dashboard to business stakeholders
* Worked in all phases of SuccessFactors Launch implementation methodology
* Prior transitioning into SAP, worked as Human Resources Professional in IBM.

**Project Info:**

**Client: ViacomCBS (Duration: Dec-2022 to till date)**

* Designing, configuring, and managing SAP SuccessFactors modules.
* Identify product limitation and perform Fit/Gap analysis and decide on customizations
* Create and Support SuccessFactors system Integration with third party systems
* Consulting with business users to understand their business requirements and developing the applications in sync with the requirement for optimum results.
* Configuring of Foundation Objects.
* Configuring Roles Based Permissions and security setup
* Configuring Workflows and worked on data imports
* Configuring Data Models (Succession, Corporate, Country-specific, Rules data model, Workflow and Propagation).
* Configuring Pick lists for various event reasons
* Developing test plan, test cases and test scripts to support in testing phase.
* Prepare project documentation such as Business Requirement Document, Functional and Technical Design Document, Test Documents, Admin Guide and End User Guide.
* Testing and supporting UAT during implementation and support project.
* Create and Generate various Reports for HR stakeholders in SuccessFactors.
* Manage and maintain SuccessFactors roles and permissions authorizations for the organization.
* Maintain SAP SuccessFactors system with latest SAP Release from SAP Upgrade Centre

# Rock Interview – Human Resource Administrator (Dec 2019 to Feb 2021)

* End to end HR process including recruitment, HR round Interview, On-Boarding, Off-Boarding, Exit process.
* Employee engagement, attendance, asset tracking & management, performance management.
* Maintaining employee records and other HR responsibilities.

# Skills

SAP Success Factors • Employee Central • Workflow • Knowledge on RCM & On-boarding • Human Resources Process • Time Management

# Active Certification:

Implementation Consultant - SAP SuccessFactors Employee Central Core

# Education

**MBA – Human Resources** **2017-2019 (regular)**

#### Sir. C. R. Reddy College of Engineering - affiliated to JNTU (Jawaharlal Nehru Technological University), Kakinada, Andhra Pradesh

**B. Com (Computers)** **2013-2016 (regular)**

#### Abhyudaya Mahila Degree College, Guntur, affiliated to Nagarjuna University in March-2016.