**Y N V Guru Pavan**

**SAP SuccessFactors EC Consultant**

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**SAP Experience Summary:**

* Having **~3** years of experience as an **SAP SuccessFactors Consultant** and worked in diversified modules of SAP Human Engagement Space
* Experience in **SAP HCM** with the sub-modules of HCM Personnel Administration, Organizational Management and Payroll Contribution, like Wagetype creation and configurations and Time Management.
* Integration experience between SAP SF & HCM through Business Integration Builder (BIB Framework), HCM data replication between SAP SF and SAP On-premise and S4 systems.

**SAP Certifications:**

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# SAP Certified Application Associate – SuccessFactors Employee Central

**SF Employee Central:**

* + Picklist management and background creation in instance.
  + Instance refresh activity.
  + Background fields and portlet creation.
  + Foundational Objects, Metadata Framework (MDF) & Generic objects.
  + Role Based permissions (RBP) to create roles and permissions.
  + Pick list management to upload Picklists.
  + Data migration to upload employee data & Foundational data.
  + Configuring Employee files/people profile and customizing of Employee Central Portlets like personal info, job info using Manage Business Configurations.
  + Provisioning system to setup jobs, data models, language packs & activate functionalities.
  + Employee profile to integrate with other modules like PM/GM, Succession etc.
  + Recurring/non-recurring pay components in comp portlet.
  + Business rules for defaulting values, calculate dates, trigger workflows etc.,

# HCM-Personnel Administration:

* + Creating Enterprise structure i.e., personnel area, personnel sub-area, employee group and employee sub-group.
  + Maintaining Master Data in PA30 and Running Actions in PA40.
  + BIB Frame-work Configurations to have the Data replication from SF to EC

# SAP Payroll:

* + Experience in designing of Employee HR master data, Period work schedule and public holiday calendar to employee in a Work Schedule Rule etc.,

**Other SAP Competencies:**

* Netweaver skills with SAP EP, S4 HANA and part of the Implementation and supported during the migration phase from ONPREMISE to HANA CLOUD
* Basic Exposure to SAP-BASIS & SAP EP administration including User Administration, Roles and Authorizations, Transports, applying SAP Notes etc.,
* **Qualifications:**

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| --- | --- | --- |
| **Degree and date** | **Institute** | **Major and Specialization** |
| Bachelor of Technology | P V P Siddhartha Institute of technology | Mechanical Engineering |
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**Project Thesis & Details:**

**SAP Project Experience and Assignments:**

The details of the various assignments that I have handled are listed here in the chronological order.

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| --- | --- |
| **Organization** | **Tata Consultancy Services** |
| **Project** | **SAP SuccessFactors EC** |
| **Project type** | **Development/CRs** |
| **Customer** | **Telecom domain** |
| **Period** | Mar 2023 to till now |
| **Roles & Responsibilities** | Responsible for the End to End SF EC & SAP HCM activities being there in the Customer facing Role.  Active contribution in developing and working on the Demands, initiatives, testing activities, Rollouts pertaining to various cross module applications within SAP SuccessFactors. |
| **Solution Environment** | SAP SF Cloud, SPA HCM & S4 |

**Key Competencies & Skills:**

My Competency Profile includes the following

|  |  |
| --- | --- |
| **Skill** | **Proficiency** |
| SAP SuccessFactors | Skills in SF Employee Central Functional processes along with Business Processes understanding and  complete flows under HCM |
| SAP HCM | BIB Framework |
| S4HANA | Replication frame work configurations and Handling DRM issues between SF EC & S4 |

**Trainings/sessions Conducted:**

|  |  |
| --- | --- |
| Program or Course | Coverage |
| SAP SF Employee Central | Employee Central Core Hands-on training for Initial Hires |
| SAP HCM BIB Framework | Data Replication Process training from SF-  EC to On-premise HCM system |