

Vairamani Murugesan
HCM Functional Consultant

u1vaira@gmail.com

PH : +91 86681 51848, +91 86089 86019



Profile Summary

SuccessFactors Consultant with 3 years of experience implementing and configuring SuccessFactors modules to meet client requirements, conducting training sessions on functionality and best practices, and collaborating with clients to identify process improvement opportunities. Skilled in designing and developing custom reports and dashboards using Success Factors reporting tools. Provides ongoing support and troubleshooting for end-users experiencing technical issues.

Employment History

HRIS Specialist – SuccessFactors Oct 2024 – Present

Viking Life-Saving Equipment GBS Chennai Private Limited • Chennai

- **Import and Export Data:** Handle the transfer of data into and out of SuccessFactors, maintaining data integrity and compliance with relevant regulations.
- **Build Reports:** Create and manage reports within SuccessFactors to Support HR decision-making and provide insights into HR processes. Support managers in over-viewing data, such as Performance appraisal completion status, Time Sheet inputs, Employee data changes etc.
- **Manage Data and Settings:** Maintain the business configuration of SuccessFactors modules, including updating settings and ensuring the system reflects current HR policies and practices. Managing workflows, role permissions, permissions groups and more.
- **Manage Data Replication Monitor:** Oversee the data replication monitor. Monitoring the process between SuccessFactors and SAP to ensure accuracy and timeliness in data replication.
- **Documentation and Guidelines:** Document system functionalities and processes. Develop and maintain SOP's, User guidelines and master data foundation documents.
- **User Training and Support:** Introducing new modules and updates to the global HR community.

Functional Consultant - HCM Feb 2022 - Oct 2024

Chainsys India Pvt Ltd • Chennai

- Implemented and configured Success Factors modules to meet client requirements
- Conducted training sessions for end-users on Success Factors functionality and best practices.
- Collaborated with clients to analyze business processes and identify opportunities for process improvement.
- Involved in end-to-end implementation project of Success Factors RCM
- Successfully combine strong leadership skills with sound technical knowledge and ability to clearly communicate key recommendations to clients
- Strong expertise in SAP Success Factors configuration and customization.
- Able to understand the XML and code depending on clients requirements in respective modules.
- Assisted in the design and development of custom reports and dashboards using Success Factors reporting tools.
- Provided ongoing support and troubleshooting for end-users experiencing technical issues with Success Factors.
- Master and maintain detailed knowledge of Success Factors' product-suite
- Provide train-the-trainer, administrative and reporting training to clients

Human Resources Executive Apr 2020 - Feb 2022

Mass media creatives Pvt Ltd • Chennai

- Managed complete recruitment cycle after identification of manpower requirements
- Payroll & Salary Administration- Process monthly payroll, make necessary entries of new joiner, unpaid leaves, salary advance & other deduction & co-ordinating with payroll consultant.
- Exit Process- Preparing Full and final statement, Preparing Experience & Relieving Letters, Closing personal file.
- Employee satisfaction, Welfare major provisions relating to health & hygiene.
- Updated HR Policies as required and implementation

Human Resources Executive Jan 2019 - Mar 2020

Daechang India seat Pvt Ltd • Chennai

- Developed and implemented strategic HR initiatives to align with company goals and objectives.
- Oversaw talent acquisition and recruitment processes, including sourcing, interviewing, and on boarding.
- Implemented and managed performance management programs to drive employee engagement and productivity.
- Developed and administrated compensation and benefits programs to attract and retain top talents.
- Ensured compliance with all HR laws and regulations, including employee relations and labor relations

Key Skills

- Having Functional and Technical Knowledge in SAF Success Factors RCM.
- Having Functional Knowledge in SAP Success Factors PMGM, Succession Planning, JAM Basic Edition.
- Understanding of human resources processes and related business practices.
- Experience in SAP Success Factors project implementation and support.
- Good Communication and interpersonal skills
- Ability to work in a team and handle multiple tasks simultaneously
- Strong problem-solving and analytical skills.

Educational Qualifications:

- MASTER OF BUSINESS ADMINISTRATION (MBA), 2019 77.7%
Panimalar Engineering College (Anna University).
- MECHANICAL ENGINEERING, 2017 68.2%
Vel Tech Engineering College, (Anna University)

Personal Details:

Father's name : Mr. Murugesan M
Mother's name : Mrs. Brintha M
Date of Birth : 07/08/1996
Sex/ Civil Status : Male/ Single
Nationality : Indian
Languages known : Tamil and English (Read\Write)

DECLARATION:

I hereby declare that the above-mentioned details are true to the best of my knowledge.

DATE :

PLACE: Chennai

Yours Sincerely,
VAIRAMANI