



# RISHABH ARORA

SAP SuccessFactors Consultant

A highly motivated and detail-oriented individual with a strong drive for excellence. I excel in building positive relationships and making sound decisions under pressure. My commitment to precision, coupled with strong work ethics, enables me to consistently achieve both personal and organizational objectives. I view challenges as opportunities for growth and continuously strive to exceed expectations. With perseverance, dedication, and punctuality, I am confident that I would be a valuable asset to your esteemed organization.



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Karnal, Haryana

## Certification

- SAP SuccessFactors Performance and Goals Management  
*Issued By SAP*
- Consumer Products Insights and Solutions  
*Issued By IBM*

## Technical Skills

- SAP SuccessFactors
- EC Core Configuration
- PMGM Configuration
- Time Off Configuration
- Business Rules & Workflows
- Role-Based Permissions (RBP)
- Position Management
- Foundation & MDF Objects
- Work Schedules
- Power BI Reports
- Azure Devops
- SAP ABAP
- UI-IT Testing in SD module
- DDIC
- ALV Reports
- Debugging skills
- SAP Activate Methodology | Agile Framework

## Professional Experience

### SAP SuccessFactors Consultant

TCS (Tata Consultancy Services)

Jan 2024 - Present

- Certified in SAP SuccessFactors Performance Management & Goal Management.
- Configured EC modules including Foundation Objects, MDF Objects, Position Management, and Time Off.
- Designed and implemented custom business rules, workflows, and role-based permissions to meet client-specific HR needs.
- Managed employee data migration using Import tools and templates.
- Configured Time Types, Time Profiles, Time Account Types, and Periodic Accruals as per statutory and company-specific leave policies.
- Set up Work Schedules, Holiday Calendars, and automated carryover/expiration rules.
- Supported bi-annual SF releases; tested new features and documented impact analysis.
- SPOC to resolve customer requirements & working closure to other consultants for other implementations works in different modules in SuccessFactors.
- Experience in Incident Management & request Management in SNOW & C4C.

### SAP SuccessFactors Consultant

IBM (International Business Machines)

July 2021 - Jan 2024

- Worked on SAP HR Integration Project .
- Certified in SAP SuccessFactors Performance Management & Goal Management.
- Extensive experience in implementing configurations in SuccessFactors PMGM.
- Administered and maintained SuccessFactors modules with a focus on PMGM, ensuring accurate and timely performance review cycles.
- Supported annual goal-setting and appraisal cycles, ensuring full system readiness and user satisfaction.
- Profound understanding for incident solving in SF PMGM and in SF Onboarding 1.0.
- Experience in SF PMGM half yearly release implementation & smoke testing.
- Experience in Incident Management & request Management in Service now.
- Experience in Knowledge Management in Service now.
- SPOC to resolve customer requirements & working closure to other consultants for other implementations works in different modules in SuccessFactors.
- Understanding business process, analyze workflow to design solutions.
- Achieved Top 25 contributors for the client (Nestle Pvt Ltd) in 2022.

## Skills

Business Thinking

Result Oriented

Goal Driven

Team Work

Team Leading

## Interests

- To have knowledge of different cultures and business customs
- Travel internationally
- Involve working within a multicultural team

## Professional Experience

### SAP ABAP Consultant

Liberty Shoes Ltd

April 2019 - July 2021

- Hands on experience in RICEFW development.
- Good knowledge of DDIC-Data Dictionary Objects - Tables, Data Elements, Domains, Views, Search helps, Lock Objects.
- Extensive experience in ABAP Reports using Classical / Interactive / ALV / SAP Query in MM, SD, PP.
- Detailed knowledge and expertise in debugging skills.
- Designed and developed screens using Dialog programming with screen painter and menu painter .
- Extensive knowledge on data migration and data uploads from Legacy data to SAP R/3 using BDC conversions and LSMW (Legacy System Migration Workbench).
- Gained knowledge in different modules as MM, SD, PP .
- Good Knowledge in enhancements like BADI, User exit, Customer exit .
- Efficiently developed SAP outputs in Smartforms, SAP scripts .
- Profound understanding of ABAP Object Oriented Programming . Excellent analytical, problem solving skills and a motivated team player.

### SAP Associate Consultant

APL Apollo Pipes Ltd

Feb 2018 - Oct 2018

- Good understanding in SAP S/4 HANA Implementation .
- Hands on experience in SAP ABAP Programming.
- Extensive experience in UI-IT Testing in SD module .
- Worked on testing in - Institutional Sales, Government Sales, Distributor Sales, Export Sales, Customer Sales Return, Credit Notes (SD & FI modules).
- Having basic functional knowledge of various modules.
- Excellent analytical, problem solving skills and a motivated team player.

## Education

### Bachelor of Engineering (Computer Science)

Chitkara University

June 2013 - May 2017

## Organizations

#### • TCS (Tata Consultancy Services)

Jan-2024 - Present

#### • Liberty Shoes Ltd

April-2019 - June-2021

#### • IBM (International Business Machines)

June-2021 - Jan-2024

#### • APL Apollo Pipes Ltd

Feb-2018 - Oct-2018