

SPARSHA ACHARYA

SAP HCM Techno Functional Consultant

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SUMMARY

SAP HCM Techno Functional Consultant with 3+ years of experience with a strong background in SAP ABAP development. My expertise lies in designing and optimizing solutions tailored to complex business requirements, particularly within Human Capital Management processes. I excel at applying technical skills to enhance system functionality and streamline operations, ensuring HR processes are efficient, accurate, and user-friendly.

EXPERIENCE

Lead Engineer

Tata Power Odisha D&IT

07/2023 - Present Odisha, India

Engaged as a Lead Engineer focusing on SAP HCM on Premise and SuccessFactors

- Hands-on experience with Employee Central configuration including Foundation and MDF objects.
- Performed configuration via Admin Center: Picklist Management, Manage Data, Configure Business Rules and Role Based Permission.
- Designed and implemented a bank file encryption utility for the Payroll Team, enhancing data security during payroll processing and external file transfers
- Led the end-to-end design and implementation of an integrated Local Conveyance and Travel Expense Management solution. Configured travel schemas, approval workflows, and business rules to automate reimbursement processes. Developed custom ABAP enhancements to support seamless user experience, policy compliance, and real-time approval tracking.
- Migrated, customized, and implemented a Flexible Declaration Application, allowing employees to declare their flexible pay components for tax deductions, thereby optimizing cash allowance management.
- Enhanced the organization's Fiori application by integrating a 'Form 16' tile, enabling seamless access for employees to download Form 16 for current and previous fiscal years.

Graduate Engineer Trainee

Tata Power Odisha D&IT

07/2022 - 06/2023 Odisha, India

Engaged as a GET focussing on SAP ABAP Development for SAP HCM Module

- Built an ALV report that auto-triggers emails to employees with year-end leave summaries, improving HR communication and data clarity
- Enhanced employee's payslip to include logos, footers, PRAN number, and dynamic salary components, resulting in improved user experience and audit-readiness
- Designed and implemented a high-performance custom report consolidating complete employee master data, contributing to the project's selection for CMMI Level 5 certification
- Automated infotype updates by developing custom mass update programs using BAPIs and BDCs, streamlining HR operations and reducing manual effort for business users.

EDUCATION

B.Tech in Computer Science and Engineering

Silicon Institute of Technology Bhubaneswar

08/2018 - 06/2022

CGPA

9.56 / 10

UDEMY CERTIFICATIONS

SAP HCM CORE MODULES

By SAP TRAININGS

SAP SUCCESSFACTORS EMPLOYEE CENTRAL CONFIGURATIONS

By Jam Trk

KEY ACHIEVEMENTS

- CMMI Level 5 Certification Contribution**
Successfully contributed to the development of high-performance solutions that significantly enhanced HR operations and improved compliance with quality standards

SKILLS

SAP HCM : SuccessFactors Employee Central, OM, PA, Time management, Payroll, Travel management .

TECHNICAL : SAP ABAP, OData, Fiori, Module Pool, Enhancements, Reports, BAPI, BADI.

ROLES AND RESPONSIBILITIES : Product Owner, Scrum Master, SAP Tester, Debugger, Developer

COMMUNICATION : Client handling, Requirement Gathering, Training & Support

PROJECTS

Insurance Portal and E-Learning Portal

12/2021 - 05/2022

Worked on projects focused on enhancing educational and insurance services

- Collaboratively developed an Insurance Portal application for Benefit Focus at Value Labs, contributing to its design and implementation to meet business needs
- Contributed to the development of E-Learning Portal ensuring accessible and engaging educational experiences for diverse learners

INTERESTS

Youth For Sustainability Club

Active member contributing to environmental awareness and sustainable initiatives within the community

Public Speaking & Event Management

Actively hosted and anchored a variety of professional and cultural events, demonstrating strong public speaking skills, effective event management, and the ability to engage diverse audiences.