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Profile Summary

SAP SuccessFactors Employee Central (EC) Functional Consultant with 3+ years of experience in HR operations including employee lifecycle management, payroll, and HR processes. Hands-on exposure to SAP SuccessFactors Employee Central configuration through project-based learning, including Foundation Objects, Job & Compensation, Position Management, Business Rules, Workflows, and Role-Based Permissions (RBP). Experience in end-to-end project simulation covering multi-country setup (India & UAE), employee lifecycle scenarios, and data management (Import/Export), with basic exposure to Recruitment (RCM). Strong knowledge of HR processes combined with practical system understanding, aiming to build a career in SAP SuccessFactors consulting.

◆ SAP SuccessFactors – Employee Central (Hands-on / Edu Server)

- Configured Foundation Objects (Legal Entity, BU, Division, Department, Location, Cost Centre)
- Worked on Job & Compensation setup (Job Classification, Pay Components, Pay Range)
- Developed Business Rules and Workflows for employee lifecycle automation
- Configured Role-Based Permissions (RBP)
- Performed Employee Lifecycle transactions: Hire, Promotion, Transfer, Termination
- Configured Event & Event Reasons for lifecycle tracking
- Worked on Import & Export Data and basic Recruitment (RCM) process flow

SAP PROJECT EXPERIENCE

◇ Project 1: Employee Lifecycle Implementation – ABC Technologies

- Configured Employee Central including Foundation Objects and Job Structure
- Implemented lifecycle processes: Hire, Promotion, Transfer, Termination
- Created Business Rules and Workflows for approvals
- Configured RBP and performed data validation using import/export

◇ Project 2: Advanced EC + Recruitment – Zenith Global Solutions

- Designed multi-country EC implementation (India & UAE)
- Configured Foundation Objects, Job Structure, and Compensation
- Developed Business Rules and multi-level Workflows
- Configured Event & Event Reasons (Promotion, Transfer)
- Implemented Role-Based Permissions (RBP)
- Simulated hiring process to validate workflow and business rules
- Worked on Recruitment (RCM) and candidate tracking
- Performed Import & Export Data activities and system validation

◆ SAP HCM – Functional Knowledge (Training / Edu Server)

- Personnel Administration (PA) – employee master data, infotypes
- Organizational Management (OM) – organizational structure concepts
- Time Management – process understanding
- Payroll – end-to-end process flow knowledge

◇ PROFESSIONAL EXPERIENCE

J2D Technologies Pvt Ltd | HR Generalist|May 2025 – Present | Bengaluru

- Managing end-to-end employee lifecycle activities aligned with HR processes
- Maintaining employee master data, attendance, leave, and payroll inputs
- Supporting HR documentation, approvals, and compliance activities, Coordinating payroll inputs and validations

Axxon HR Solutions | HR Generalist (Contract – Gulf Based) | Dec 2024 – Mar 2025 |WFH

- Supported HR operations for Gulf-based employees with UAE exposure
- Managed onboarding, offboarding, attendance, payroll inputs, and FnF
- Maintained employee master data aligned with HR systems

Bixware Technology | HR Executive|Mar 2024 – Dec 2024 | Coimbatore

- Handled onboarding, attendance, leave, and payroll support
- Maintained employee documentation and compliance records

TechAres | HR Executive|Mar 2022 – Mar 2024 | Madurai

- Managed HR generalist activities including recruitment and payroll coordination
- Maintained employee records and supported onboarding/offboarding

◇ TOOLS & SYSTEMS

- SAP SuccessFactors (Employee Central)
- SAP HCM (Training)
- Microsoft Dynamics 365 HRMS
- MS Excel, Google Sheets
- ATS & HR Documentation Tools

◇ CERTIFICATIONS & COURSES

- SAP SuccessFactors – Employee Central
- SAP HCM Functional Training (PA, OM, Time, Payroll)
- Payroll Certification
- Indian Labour Law Certification
- Performance Management Course

◇ EDUCATION

MBA – Human Resources & Finance | Anna University | Nandha Engineering College (2020–2022)