



## Mathews Koshy SAP Delivery & Consulting

### Executive Summary

- 25+ years of experience in the Information Technology services industry out of which 21+ years of experience in SAP
- Played multiple roles like Delivery Manager, Project Manager, SAP Solution Architect, Lead SAP Functional Consultant, and Business Analyst
- An industry veteran with a proven track record and professional experience in handling projects related to SAP domain across multiple SAP product lines
- Handled projects for customers across multiple regions such as Asia, Middle East, Europe, and America including on-site consulting experience
- SAP HCM Certified Consultant with a good understanding of SAP SuccessFactors
- ITIL Certified
- Certified SCRUM Master
- Good experience in understanding and handling client requirements in SAP implementation and support
- Dedicated personnel with comprehensive problem-solving abilities, self-motivation, exceptional team skills, and self-learning capabilities with sound communication skills
- Good cross-functional understanding of various core modules in SAP
- Experience in Blueprinting Workshops, Documenting BP requirements/solutions, Fit Gap analysis, Configuration, Design and development of RICEFs, Testing, End User Training Workshops, Cut-Over and Production support phases
- Experience in IT Project Management activities, integration with various applications and systems, business process improvements

### Technical Summary

- SAP ERP, SAP S/4HANA
- SAP Success Factors
- SAP HCM (ECC 6.0, 5.0, 4.6c, 4.0B)
- HR ABAP
- ITIL

### Areas of Expertise

SAP Implementation, Upgrade, & Rollouts	Practice Building & Development
Customer Engagement	Project Management & Delivery
Strategic Planning	Change Management
Risk Mitigation	Technical Documentation
Strategic Alliances & Contract Negotiations	ODC Startup & Management



## Project Experience - SAP

<b>Project</b>	<b>SAP Training – SAP Implementation Methodology &amp; SAP HCM</b>
<b>Client</b>	<b>Asianet Satellite Communications, India</b>
<b>Organization</b>	<b>UXP Enterprise Solutions Pvt. Ltd.</b>
<b>Project Period</b>	<b>December 2021 – February 2022</b>
<b>Roles/Responsibilities</b>	<ul style="list-style-type: none"> <li>▪ Train the customer IT team on SAP Implementation Methodology</li> <li>▪ Train the customer IT team on SAP Project Management</li> <li>▪ Train the HR executives of Asianet in SAP HCM module</li> </ul>
<b>Environment</b>	S/4 HANA

<b>Project</b>	<b>SAP S/4HANA Implementation Projects</b>
<b>Client</b>	<b>Lion Australia / West Pharma, USA</b>
<b>Organization</b>	<b>UXP Enterprise Solutions Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2021 – Till Date</b>
<b>Roles/Responsibilities</b>	<b>Project Delivery Manager</b> <ul style="list-style-type: none"> <li>▪ Project Management / Project Monitoring</li> <li>▪ Team management</li> <li>▪ Project Coordination</li> <li>▪ Participation in Meeting</li> <li>▪ Ensuring the schedule variance/effort variance and keeping it minimum</li> <li>▪ Customer interaction and reporting project progress, risks to stake-holders</li> <li>▪ Fix the live strategies in custom development</li> <li>▪ Ensuring Customer Satisfaction</li> </ul>
<b>Environment</b>	S/4 HANA

<b>Project</b>	<b>SAP S/4HANA Data Migration Project - Oracle to SAP</b>
<b>Client</b>	<b>ADNOC Gas, Abu Dhabi, UAE</b>
<b>Organization</b>	<b>BackOffice Associates (Synity)</b>
<b>Project Period</b>	<b>August 2019 – July 2021</b>
<b>Roles/Responsibilities</b>	<b>SAP Functional Team Lead</b> <ul style="list-style-type: none"> <li>▪ Guide the team for the extraction of data from the current system</li> <li>▪ Identifying the in Scope Areas for the Data migration (Master and transactional objects)</li> <li>▪ Defining the Objects for the Data Migration</li> <li>▪ Identifying the Targets table structure and mandatory field checks in target system design.</li> <li>▪ Conduct workshops with businesses to finalize the mappings</li> </ul>



	<ul style="list-style-type: none"> <li>▪ Baseline mapping of Source fields to Target fields based on the mapping sheets</li> <li>▪ Transformation of data according to the target</li> <li>▪ Analyze the final error after the transformation</li> <li>▪ Mock Preload files of all the master and transactional objects across the domains</li> <li>▪ Production Load files generation</li> <li>▪ Post Load Report generation and Reconciliation of data</li> </ul>
<b>Environment</b>	S/4 HANA

<b>Project</b>	<b>DKSH, Kuala Lumpur, Malaysia</b>
<b>Organization</b>	<b>CCTSPL Pvt. Ltd.</b>
<b>Project Period</b>	<b>May 2018 – July 2019</b>
<b>Roles/Responsibilities</b>	<b>Principal Consultant, SAP</b> <ul style="list-style-type: none"> <li>▪ Project Planning</li> <li>▪ Project Coordination</li> <li>▪ Resource Planning</li> <li>▪ Weekly Project Review, Risk analysis</li> <li>▪ Handling of escalations</li> <li>▪ Fix the cutover activities and go-live</li> <li>▪ Ensuring Customer Satisfaction</li> <li>▪ Project Cost Control</li> <li>▪ Setting up of SAP product lines in ODC environment</li> <li>▪ Team Building</li> </ul>
<b>Environment</b>	S/4 HANA

<b>Project</b>	<b>nEXIM Implementation (Applexus SAP Add-on Solution)</b>
<b>Client</b>	<b>8 Clients in India</b>
<b>Organization</b>	<b>Applexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>June 2017 – April 2018</b>
<b>Roles/Responsibilities</b>	<b>Delivery Manager / Project Manager</b> <ul style="list-style-type: none"> <li>▪ Project Planning</li> <li>▪ Project Coordination</li> <li>▪ Resource Planning</li> <li>▪ Participation Steering Committee Meeting</li> <li>▪ Review of the BBP</li> <li>▪ Maintaining project monitoring documents like Daily /Weekly project progress review, Risk analysis</li> <li>▪ Customer interaction and reporting project progress, risks to stake-holders</li> </ul>



	<ul style="list-style-type: none"> <li>▪ Fix the cutover activities and go-live</li> <li>▪ Ensure the phase-wise sign-off</li> <li>▪ Ensuring Customer Satisfaction</li> <li>▪ Project Cost Control</li> <li>▪ Project Sign-off</li> </ul>
<b>Environment</b>	SAP ECC 6.0 / S4 HANA

<b>Project</b>	<b>GST Implementation</b>
<b>Client</b>	<b>10 Clients in India</b>
<b>Organization</b>	<b>Applexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>March 2017– July 2017</b>
<b>Roles/Responsibilities</b>	<b>Delivery Manager / Project Manager</b> <ul style="list-style-type: none"> <li>▪ Project Planning</li> <li>▪ Project Coordination</li> <li>▪ Resource Planning</li> <li>▪ Participation Steering Committee Meeting</li> <li>▪ Review of the BBP</li> <li>▪ Maintaining project monitoring documents like Daily /Weekly project progress review, Risk analysis</li> <li>▪ Customer interaction and reporting project progress, risks to stake-holders</li> <li>▪ Fix the cutover activities and go-live</li> <li>▪ Ensure the phase-wise sign-off</li> <li>▪ Ensuring Customer Satisfaction</li> <li>▪ Project Cost Control</li> <li>▪ Project Sign-off</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Catapult</b>
<b>Client</b>	<b>Newell Rubbermaid, Atlanta, USA</b>
<b>Organization</b>	<b>Applexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>October 2015 – February 2017</b>
<b>Roles/Responsibilities</b>	<b>SAP HCM Solution Architect</b> <ul style="list-style-type: none"> <li>▪ Configured personal area, personal sub-area for a new company</li> <li>▪ Configured personnel events</li> <li>▪ Configured integration between PA &amp; OM</li> <li>▪ Supported process of Organizational structure creation</li> <li>▪ Configured and upload employee photo in SAP PA Infotypes</li> <li>▪ Configured and upload employee facsimiles in SAP PA Infotypes</li> <li>▪ Developed PA and OM data upload using BDC and LSMW</li> <li>▪ Business requirement analysis</li> <li>▪ Preparing Functional specification</li> </ul>



	<ul style="list-style-type: none"> <li>▪ Worked on End of Year Payroll activities and Regression testing</li> <li>▪ New Pay-slip configuration in ESS</li> <li>▪ Configured the feature NUMKR for the employee subgroup</li> <li>▪ Knowledge Sharing to the Business Team</li> <li>▪ Worked closely with BASIS &amp; Security team on defining users and roles</li> <li>▪ Test the new changes / enhancements incorporated in the system</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>SAP HCM Audit &amp; Passive Data Governance</b>
<b>Client</b>	<b>Petroleum Development Oman, Oman</b>
<b>Organization</b>	<b>BackOffice Associates</b>
<b>Project Period</b>	<b>June 2015 – Sept 2015</b>
<b>Roles/Responsibilities</b>	<b>SAP HCM Functional Lead</b> <ul style="list-style-type: none"> <li>▪ Analyze the existing configuration and process in SAP</li> <li>▪ Identified the GAPS in the Payroll related to Full &amp; Final settlement process</li> <li>▪ Identified the flaw of rule configured in the Time Management for Absence</li> <li>▪ Prepared the detail report for the process stabilization and issue mitigation</li> <li>▪ Help the team to take the reports for identifying the mismatch of master data with the configuration</li> <li>▪ Created FSD to set the validations in Enterprise Structure and Personnel Administration through the user exit</li> <li>▪ Done the RCA to identify the anomalies</li> <li>▪ Convince the Business Team about the need of the process change</li> <li>▪ Given suggestions to streamline the existing organizational structure</li> <li>▪ Bring down a process to restrict the obsolete vacancies in the organization</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>Narayana Health, India</b>
<b>Organization</b>	<b>Appexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>December 2014– July 2015</b>
<b>Roles/Responsibilities</b>	<b>SAP HCM Practice Lead</b> <ul style="list-style-type: none"> <li>▪ Knowledge transfer and transition from the existing team</li> <li>▪ Prepare KT documents and update existing process documents</li> <li>▪ Business Requirement Gathering / Analysis of new requirements and enhancements</li> <li>▪ Preparation of functional specification for new development</li> <li>▪ Configured NPS (National Pension Scheme)</li> <li>▪ Manage/update the year-end activities</li> <li>▪ Work with BASIS team to update the patches/notes in the system</li> <li>▪ Resolve the issue in ESS pay-slip display</li> <li>▪ Configured the ESS for investment declaration</li> <li>▪ Unit testing and system integration testing of the new system changes</li> </ul>



	<ul style="list-style-type: none"> <li>Provide Production Support to business for SAP HCM issues</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>IBCS Trading &amp; Distribution (AUDEH Group), Sharjah, UAE</b>
<b>Organization</b>	<b>Appexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2012 – January 2015</b>
<b>Roles/Responsibilities</b>	<b>SAP HCM Practice Lead</b> <ul style="list-style-type: none"> <li>Business Requirement Gathering / Analysis of new requirements and enhancements</li> <li>Preparation of functional specification for new development</li> <li>Development of indemnity bonus module for the employees</li> <li>Manage/update the year-end activities</li> <li>Work with BASIS team to update the patches/notes in the system</li> <li>Prepare the KT documents</li> <li>Training to the power users</li> <li>Unit testing and system integration testing of the new system changes</li> <li>Help the user to resolve the position mismatch identified in OM and in the infotype 0001</li> <li>Provide Production Support to business for SAP HCM issues</li> <li>Enhanced the standard infotype 0001</li> <li>Created personnel action as per the requirement of the company</li> <li>Created dynamic action for the infotype 0019</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Version Upgrade (SAP ECC 6.0 to SAP ECC 6.0 EhP 7)</b>
<b>Client</b>	<b>IBCS Trading &amp; Distribution (AUDEH Group), Sharjah, UAE</b>
<b>Organization</b>	<b>Appexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2013 – May 2014</b>
<b>Roles/Responsibilities</b>	<b>Project Manager</b> <ul style="list-style-type: none"> <li>Build the strategy for the version upgrade</li> <li>Resource Planning &amp; Resource Allocation for the project</li> <li>Coordinate with team to deliver the project within the scheduled time</li> <li>Project monitoring</li> <li>Coordinate the meeting and update the users about the status of the project</li> <li>Define the downtime</li> <li>Share knowledge to Business Team</li> <li>Ensure the project actual effort within the estimated planned effort</li> </ul>
<b>Environment</b>	SAP ECC 6.0 / SAP ECC 6.0 EhP7

<b>Project</b>	<b>Roll-Out</b>
<b>Client</b>	<b>ABADIA FZE, Sharjah, UAE</b>
<b>Organization</b>	<b>Appexus Technologies Pvt. Ltd.</b>



<b>Project Period</b>	<b>February 2013 – April 2013</b>
<b>Roles/Responsibilities</b>	<b>Project Manager</b> <ul style="list-style-type: none"> <li>▪ Project Management / Project Monitoring</li> <li>▪ Team management</li> <li>▪ Project Coordination</li> <li>▪ Participation Steering Committee Meeting</li> <li>▪ Review of the BBP</li> <li>▪ Ensuring the schedule variance/effort variance and keeping it minimum</li> <li>▪ Customer interaction and reporting project progress, risks to stake-holders</li> <li>▪ Fix the cutover activities and go-live</li> <li>▪ Ensure the phase-wise sign-off</li> <li>▪ Ensuring Customer Satisfaction</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>Ananda BazarPatrika Pvt. Ltd., India</b>
<b>Organization</b>	<b>Appexus Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2012 – March 2013</b>
<b>Roles/Responsibilities</b>	<b>SAP HCM Practice Lead</b> <ul style="list-style-type: none"> <li>▪ Day to day support to end-users and problem resolutions</li> <li>▪ Team management</li> <li>▪ Guidance giving to the team for the configuration of new requirements</li> <li>▪ Given the proper guidance to the users</li> <li>▪ Handling of the escalated tickets</li> <li>▪ Guidance giving to the team members for the patch/notes application</li> </ul>
<b>Environment</b>	SAP ECC 6.0 EhP5

<b>Project</b>	<b>Implementation of Time Management</b>
<b>Client</b>	<b>Synthite Industries Limited, India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>July 2012 – August 2012</b>
<b>Roles/Responsibilities</b>	<b>Delivery Head</b> <ul style="list-style-type: none"> <li>▪ Project Planning</li> <li>▪ Project Team Management</li> <li>▪ Review of the BBP</li> <li>▪ Ensuring the schedule variance / effort variance and kept it minimum</li> <li>▪ Fix the cutover activities and go-live</li> <li>▪ Ensure the availability of all implementation documents</li> <li>▪ Meeting with Business Team and Implementation Team</li> <li>▪ Ensuring Customer Satisfaction</li> <li>▪ Ensure the phase-wise sign-off</li> </ul>
<b>Environment</b>	SAP ECC 6.0





<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>Niffa Gelatin India Limited, India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>April 2012 – August 2012</b>
<b>Roles/Responsibilities</b>	<b>Team Lead</b> <ul style="list-style-type: none"> <li>▪ Development of production incentive report</li> <li>▪ Implemented the salary certificate using the infotype 0906</li> <li>▪ Developed salary increment/revision report</li> <li>▪ New salary slip based on HR FORMS</li> <li>▪ Day to day support to end-users and problem resolutions</li> <li>▪ Team management</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>Synthite Industries Limited, India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2011 – August 2012</b>
<b>Roles/Responsibilities</b>	<b>Team Lead</b> <ul style="list-style-type: none"> <li>▪ Salary band restructuring</li> <li>▪ Developed MIS reports</li> <li>▪ Developed report to email payslips</li> <li>▪ Day to day support to end-users and problem resolutions</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Implementation of SAP ECC 6.0</b>
<b>Client</b>	<b>Protech Appliances Pvt. Ltd. (Mr. Butlers Group), India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>March 2011 – January 2012</b>
<b>Roles/Responsibilities</b>	<b>Delivery Head</b> <ul style="list-style-type: none"> <li>▪ Project Planning</li> <li>▪ Project Coordination</li> <li>▪ Participation Steering Committee Meeting</li> <li>▪ Review of the BBP</li> <li>▪ Maintaining project monitoring documents like weekly project progress review, Risk analysis</li> <li>▪ Customer interaction and reporting project progress, risks to stake-holders</li> <li>▪ Fix the cutover activities and go-live</li> <li>▪ Ensure the phase-wise sign-off</li> <li>▪ Ensuring Customer Satisfaction</li> <li>▪ Project Sign-off</li> </ul>
<b>Environment</b>	SAP ECC 6.0





<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>FACT, India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>June 2010 – August 2012</b>
<b>Roles/Responsibilities</b>	<b>Team Lead</b> <ul style="list-style-type: none"> <li>▪ Ticket handling</li> <li>▪ Wage Revision Implementation</li> <li>▪ FS preparation for new reports/development</li> <li>▪ End-user support and problem resolutions</li> </ul>
<b>Environment</b>	SAP ECC 6.0

<b>Project</b>	<b>Application Maintenance</b>
<b>Client</b>	<b>Malayala Manorama Company Ltd., India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>May 2001 – August 2012</b>
<b>Roles/Responsibilities</b>	<b>Team Member / Team Lead</b> <ul style="list-style-type: none"> <li>▪ Day to day support to end-users and problem resolutions</li> <li>▪ Configuration of the new requirement</li> <li>▪ Given the proper guidance to the users</li> <li>▪ Subsequent training to the end-users</li> <li>▪ Rollouts for Manorama, Bahrain &amp; Dubai</li> <li>▪ Salary Revisions</li> <li>▪ Employee band restructuring</li> <li>▪ Roll-out of FM Radio</li> <li>▪ Development of various analysis reports for Payroll and PA</li> <li>▪ Medical reimbursement module development</li> <li>▪ Infotype Creation (Personnel Planning/Personnel Administration)</li> <li>▪ Standard Infotype enhancement (Personnel Planning/Personnel Administration)</li> </ul>
<b>Environment</b>	SAP 4.0b / SAP 4.6c/SAP ECC 6.0

<b>Project</b>	<b>Version Upgrade from 4.6c to SAP ECC 6.0</b>
<b>Client</b>	<b>Malayala Manorama Company Ltd., India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>October 2007– March 2008</b>
<b>Roles/Responsibilities</b>	<b>Team Member</b> <ul style="list-style-type: none"> <li>▪ Testing of upgraded version in test server</li> <li>▪ Finding &amp; rectifying errors</li> <li>▪ Presentation to the end users on new version</li> <li>▪ Preparation of test cases</li> <li>▪ Testing of upgraded version in development &amp; quality clients</li> </ul>



	<ul style="list-style-type: none"> <li>▪ End user training</li> <li>▪ Production system downtime strategy planning</li> <li>▪ End user support and problem resolutions</li> </ul>
<b>Environment</b>	SAP 4.6c / SAP ECC 6.0

<b>Project</b>	<b>Process Audit of HR Module</b>
<b>Client</b>	<b>Mobica Industries, Cairo, Egypt</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd. thru SAP MENA</b>
<b>Project Period</b>	<b>September 2007</b>
<b>Roles/Responsibilities</b>	<b>Lead Consultant</b> <ul style="list-style-type: none"> <li>▪ Implementation process audit of SAP HR</li> <li>▪ Reporting project audit report and risks to stake-holders</li> <li>▪ Suggested solution for the identified GAPs</li> </ul>
<b>Environment</b>	SAP ECC 5.0

<b>Project</b>	<b>Implementation of SAP HR</b>
<b>Client</b>	<b>PSI Pharma, Jeddah, Saudi Arabia</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd. thru SAP MENA</b>
<b>Project Period</b>	<b>March 2007 – May 2007</b>
<b>Roles/Responsibilities</b>	<b>Team Lead</b> <ul style="list-style-type: none"> <li>▪ Business Process Analysis</li> <li>▪ BBP Preparation</li> <li>▪ GAP Analysis</li> <li>▪ Baseline configuration &amp; Confirmation</li> <li>▪ Test case preparation</li> <li>▪ Supervision of Legacy Data preparation</li> <li>▪ Data transfer using LSMW / BDC</li> <li>▪ Authorization role matrix preparation</li> <li>▪ End-User Training</li> </ul>
<b>Environment</b>	SAP ECC 5.0

<b>Project</b>	<b>Implementation of SAP HR</b>
<b>Client</b>	<b>RAK Free Trade Zone, Ras-Al-Khaima, UAE</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd. thru SAP MENA</b>
<b>Project Period</b>	<b>Nov. 2006 – February 2007</b>
<b>Roles/Responsibilities</b>	<b>Team Lead</b> <ul style="list-style-type: none"> <li>▪ Level 1 Training</li> <li>▪ Business Process Analysis</li> <li>▪ BBP Preparation</li> <li>▪ GAP Analysis</li> <li>▪ Baseline configuration &amp; Confirmation</li> <li>▪ FS preparation</li> <li>▪ Test case preparation</li> </ul>



	<ul style="list-style-type: none"> <li>▪ Unit Testing / Integration Testing</li> <li>▪ Supervision of Legacy Data preparation</li> <li>▪ Data transfer using LSMW / BDC</li> <li>▪ Form Designing</li> <li>▪ Infotype creation</li> <li>▪ Fix cutover activities for go-live</li> <li>▪ User Training</li> <li>▪ Final Configuration &amp; Confirmation</li> <li>▪ Authorization role matrix preparation</li> </ul>
<b>Environment</b>	SAP ECC 5.0

<b>Project</b>	<b>Implementation of SAP HR</b>
<b>Client</b>	<b>Manorama Publications / Manorama Television, India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>Aug 2006 – October 2006</b>
<b>Roles/Responsibilities</b>	<b>Team Lead</b> <ul style="list-style-type: none"> <li>▪ Project planning</li> <li>▪ Requirement gathering workshops</li> <li>▪ BBP Preparation and sign-off</li> </ul>
<b>Environment</b>	SAP 4.6c

<b>Project</b>	<b>Restructuring of SAP HR and Implementation of India Payroll</b>
<b>Client</b>	<b>Malayala Manorama Company Ltd., India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2005 to April 2006</b>
<b>Roles/Responsibilities</b>	<b>Team Member</b> <ul style="list-style-type: none"> <li>▪ Implemented India Payroll and OM restructuring</li> <li>▪ Preparation of BBP</li> <li>▪ Identify the gaps</li> <li>▪ FS preparation</li> <li>▪ Test case preparation / Testing</li> <li>▪ Realization</li> <li>▪ Data migration</li> <li>▪ End-user Training</li> <li>▪ Standard IT enhancement</li> <li>▪ Fix cutover activities for go-live</li> <li>▪ Authorization role matrix preparation</li> <li>▪ Post go-live support</li> </ul>
<b>Environment</b>	SAP 4.6c



<b>Project</b>	<b>Version Upgrade from SAP 4.0b to SAP 4.6c</b>
<b>Client</b>	<b>Malayala Manorama Company Ltd., India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>September 2001 – December 2001</b>
<b>Roles/Responsibilities</b>	<b>Team Member</b> <ul style="list-style-type: none"> <li>▪ Testing of upgraded version in test server</li> <li>▪ Finding &amp; rectifying errors</li> <li>▪ Presentation to the end-users on the new version</li> <li>▪ Preparation of test cases</li> <li>▪ Testing of upgraded version in Development &amp; Quality server</li> <li>▪ End-user training</li> </ul>
<b>Environment</b>	SAP 4.0b / SAP 4.6c

<b>Project</b>	<b>Implementation of SAP HR</b>
<b>Client</b>	<b>Malayala Manorama Company Ltd., India</b>
<b>Organization</b>	<b>CCS Technologies Pvt. Ltd.</b>
<b>Project Period</b>	<b>Jan. 2001 – May 2001</b>
<b>Roles/Responsibilities</b>	<b>Team Member</b> <ul style="list-style-type: none"> <li>▪ Implemented Organizational Management and Personnel Administration</li> <li>▪ Requirement gathering</li> <li>▪ Business Blueprinting</li> <li>▪ Customization</li> <li>▪ Supervision of Legacy Data preparation</li> <li>▪ Data transfer using BDC</li> <li>▪ FS preparation</li> <li>▪ Test case preparation</li> <li>▪ Testing</li> <li>▪ Conducting UAT</li> <li>▪ Infotype Creation</li> <li>▪ Authorization role matrix preparation</li> <li>▪ End User Training</li> </ul>
<b>Environment</b>	SAP 4.0b

**Project Experience - Non SAP**

<b>Project</b>	<b>In-house Projects</b>
<b>Client</b>	<b>First Flight Couriers Ltd, India</b>
<b>Project Period</b>	<b>Jan.1999 – July 2000</b>
<b>Roles/Responsibilities</b>	<b>System Administrator</b> <ul style="list-style-type: none"> <li>▪ I-Net Administration</li> <li>▪ Managing the EDP Assistants working in different locations</li> </ul>



	<ul style="list-style-type: none"> <li>▪ LAN administration</li> <li>▪ Requirement Analysis</li> <li>▪ Designing</li> </ul>
<b>Environment</b>	FoxPro

<b>Project</b>	<b>In-house Projects</b>
<b>Client</b>	<b>Davidson India Pvt. Ltd., India</b>
<b>Project Period</b>	<b>Oct. 1995 – Nov 1998</b>
<b>Roles/Responsibilities</b>	<b>Software Engineer</b> <ul style="list-style-type: none"> <li>▪ Requirement Analysis</li> <li>▪ Preparation DFD , SFD and NSD</li> <li>▪ Designing and Development</li> <li>▪ Training</li> </ul>
<b>Environment</b>	FoxPro / VB

### Professional Certifications

- SAP HCM Certified Associate (Certificate ID:0011284920)
- ITIL V3 (Certificate No. 1302#311722944)
- Certified SCRUM Master
- Certificate in Management Skills
- Diploma in IBM Mainframe
- Recognition Award for the SuccessFactors Employee Central OpenSAP Course
- Recognition Award HR + Finance with SAP S/4HANA Cloud and SAP SuccessFactors OpenSAP Course
- Recognition Award for the SAP S/4 HANA OpenSAP Course

### Education

- MHRM (Master of Human Resource Management)
- MCM (Master of Computer Management)
- B.Sc. (Physics)

### Trainings Conducted

- SAP Implementation Methodology
- SAP Project Management Methodology
- SAP HCM Module Training – Functional & Technical