### Professional Summary :

* Overall 15 Years of technical experience working in various modules SAP. **Full Stack developer (front end and backend)**
* Expertise in**SAPUI5, SAP FIORI/UX, OData, HTML5, CSS3, JavaScript, JQuery, Bootstrap, JSON, XML, SMP, Mobility, HCP, REST, GIT and SAP Net Weaver Gateway Service Builder.**
* Experienced in **ODATA** protocol (**REST, JSON, HTTP and XML**) and web services.
* Mobile expertise: **SAP UI5** & **HTML5**, **HCP/Gateway OData Integration**
* Architecture Knowledge on **SAPUI5 FRAMEWORK** and various **ABAP Workbench tools**.
* Expertise in UI application in local server and debug it in **Firefox/Chrome using debuggers**.
* Expertise in developing **oData applications in ABAP gateway system**
* Worked on ABAP/ABAP HR, writing testable code.
* Business Process Requirements Analysis including provision of insights into Solutions through understanding of Functional Processes and System Architecture.
* Ability to conduct a fit/gap analysis by customizing the requirements to standard SAP.
* Ability to bridge the gap between Technical and Functional teams and have the ability to deliver from “AS IS” to “TO BE” state.
* Proficient in preparing entire Technical Specification based on the System’s Requirements.
* Requirement and also preparing Program Specification, Coding Plan and Test Plan.
* Experience in waterfall as well **agile methodology**.

### Technical Skills:

UI5 Fiori Application development with/without using templates. Experience with SAP Build

Reports using Fiori elements. Dynamic creation of UI elements. Understands the underlying JavaScript concepts

OData Good understating and use of appropriate oData features efficiently with emphasis on performance. Worked on oData annotations and deep entities.

SAP S/4 HANA Knowledge on S/4 HANA CDS Embedded analytics and Modelling Basics with Core Data services

SAP ABAP on HANA Knowledge on ABAP Managed Database procedures (AMDP) and CDS

SQL script programming

ALV reports using ALV IDA

|  |  |
| --- | --- |
| ABAP | Data Dictionary objects, Events in the program, Reports, Interactive reports, Function modules, Function groups, RFC’s, ALV reporting, BDC, Smartforms, Dialog Programming, ALE IDOC’s, User exits, BADI, BAPI, object oriented programming, Memory management , object oriented programming, Modularization techniques. |
| ABAP HR | Logical database (PNP,PCH), Payroll process, Payroll programming using clusters, Database table structures in PA, Time constraints, Data retrieval, Repetitive structures, Macros in HR, Infotype creation and Infotype enhancements, Authorization check in HR, Reporting methods. |

**Winner of SAP TechEd Demo Jam award - 2007 for demonstrating a demo titled “Mobilizing reach of SAP on to mobile phones”.**

### Educational Qualifications

* Bachelors in Electronics and Communication from M. Vishvesvaraya Institute of Technology, Karnataka - India.
* Diploma in Electronics and Communication from M.E.I Polytechnic Karnataka – India.

**Professional Experience:**

**Client:** Metropolitan Utilities District. **From:** Dec 2019 – Present

**Role:** Sr. SAP ABAP/ Fiori/ UI5 Lead

**Responsibilities:**

* Application Development on Launchpad for FIORI.
* Necessary configurations in **SAP Cloud platform required for fiori applications** (destinations, gateway service, portal service etc.)
* Developed **Custom Theme for Fiori Applications**.
* Followed **agile methodology for handling SAP fiori** UI5 projects.
* Worked on backend oData services that were necessary as data providers to the UI5 applications
* ABAP unit testing approach, with creating testable code in every single project
* Worked on consumption of SuccessFactors oData services within SAP Fiori applications.

**Client:** The Hershey Company **From:** Nov 2016 – Nov 2019

**Role:** SAP ABAP/ Fiori/ UI5 developer

**Responsibilities:**

* Custom UI5 projects included catering to a variety of requirements allowing to make use of many important features both on the front end side and back end side
* Interfacing application with Guardian for I9 employee data
* Application for field users to perform goods receipt and goods issue with features like attaching photo of the good taken on spot at the time of receipt or issue
* Reports using fiori elements with oData annotations
* UI for Material creation with dynamic creation of UI elements based on the material characteristics
* UI5 projects under HCM space and enhanced existing UI5 applications using extensibility framework
* Followed the testable code approach

**Client:** eBay Inc. **From:** July 2012 – Nov 2016

**Modules:** PA, OM, ESS/MSS

**Environment:** ECC Version 6.0

**Role:** SAP HCM Technical Lead

**Responsibilities:**

* Switch from position to position reporting to chief reporting. Identifying all the technical objects that need to be modified for the change.
* Configuration of PA and OM actions as per the new business process introduced.
* Compensation plan configurations along with defining the incentive rules
* Benefits configurations.
* Custom OM objects and relationships to identify and classify operational categories.
* Design and development of RFC’s which are called from the internal Java portal. These RFC’s were developed for ESS and MSS Services like posting employee actions and maintaining self-service data
* HR data interfaces to external vendors like HEWITT, Silk Road and Red Carpet.
* Interfaces for delta updates to get reflected on ESS/MSS portal
* Data conversions – Preparation of OM objects and relationships based on the new model of chief reporting ( from position to position reporting ) and appropriately uploading in the SAP system
* Preparation of technical specifications and following the change management process for the issue tickets
* Performance tuning of HR data interfaces (with PA/OM data) to the employee portal
* Requirement analysis and providing the optimal solution for Applicant tracking system
* VAT analysis report extracting and calculating data from Index tables.
* Automate the clearing the open line items and posting the difference amount in the reconciliation account.

**Orion System Integrators**

**Client:** Avaya Telecom  **From:** May 2011 – Jun 2012

**Modules:** PA, OM, CATS

**Environment:** ECC Version 6.0, Enterprise portal 7.0

**Role:** SAP HCM Technical Lead

**Responsibilities:**

* ADP interface program.

Developed a program to send the changed data from SAP system (PA/PY infotypes) to ADP server. The program is developed using logical database. The program checks for infotype changes in the system between the last run date and the current run date, populates the output file and store it in application server. The data gets transferred from SAP application server to ADP server using Secure FTP.

* Interface program to transfer OM/PA data to Seibel system

Developed a program to send data of

1. Onboard employees

2. Off board employees

3. Existing employees - reporting structure has changed

4. Existing employees - In country presence has changed

* Custom performance management system to assess the performance of the employee, with incorporation of workflows to inform the Appraiser and Appraisee as and when the appraisal form moves to the next stage.
* Mailing service to trigger mails to employees, supervisors, Business Heads, HR coordinator, Payroll administrators, and time administrators at the occurrence of particular events E.g. Birthday of an employee, confirmation/separation of an employee etc.
* CATS system configuration
* RFC interface development for pulling the time data from internal portal to CATSDB
* Enhancement of Org assignment and PA address infotypes.
* Modification to the existing interface between Avaya SAP HR and SHPS vendor.
* Modifications in Leave workflow to inform the HR administrator with the details of the leave applied by the employee.

**Client:** Accenture India, Pvt. Ltd. **From:** Sep 2009 – Mar 2011

**Modules:** Personal administration, Organizational management, Time Management, Payroll administration, Time management, Recruitment, Travel management, Employee self-service.

**Environment: ECC Version 6.0, Enterprise portal 7.0**

**Role:** Part of the functional configuration team for PA, OM, TM, Payroll, Travel, ESS module. Responsible for all technical developments in the HCM module, playing a lead role and helping the taking care of work distribution amongst the development team

**Responsibilities/Configuration:**

* ABAP HR developments

Creation of custom PAinfotypes for the following

* Generation of letters of the employee.
* Series of infotypes for capturing the exit details and the clearance data of different departments at the time of separation of the employee.
* Crew list report development showing if the person was present on ship or not, based on his signing on and signing off dates (using PA actions)
* Drill down report showing the actual wages paid to the employees in comparison with the budgeted wages for a given period.
* Development of payroll functions and incorporating in payroll schema for nullifying the tax impact in case of Expat employees.
* Payroll function for stopping the PF projection of the employee in case of employees working on vessels as they are contract employees and the deduction needs to take place on non-projected basis.
* Define symbolic accounts, posting characteristics on wagetypes and configuration of PPMOD feature for the purpose of posting payroll results to FI.
* User exit for master data handling automatic deduction of monthly installment for the car provided by the company, defaulting of the organizational key in infotype 0001 based on the personnel area and subarea which in turn is used in the authorization profiles.
* Configuration of Enterprise Structure: PA, PSA’s, EG & ESG’s.
* Defined and Maintained basic settings like User parameter, Create number ranges for Personnel numbers and define defaults for personnel numbers in PA module.
* Configuration of Actions and Info groups
* Customizing of Employee administration of Info types along with the necessary features
* Design of the user exit customization to be done at various points in infotypes
* Configuration of dynamic actions in PA module
* Design and configuration of CTC structure of employees under different businesses
* Modification in payroll schemas
* Absence configurations
* Homepage framework and service specific configurations in ESS
* Basic set up on portal required for ESS
* Creating custom roles and managing the access of master data to the users.

**Workflows**

* Modified the standard leave workflow for multi –level approvals.
* Developed a workflow for CTC approval by the functional and the financial head if the CTC of an employee exceeds a particular limit.
* Modifications in standard ESS claims workflow for intimation on email to different agents in the process about the claim applied by the employee.

**Client:** Qatar petroleum International. **From:** July 2008 -Sept 2009

**Modules:** PA, OM, TM, Payroll, ESS

**Environnent:** ECC Version 6.0, Enterprise portal 7.0

**Role:** ABAP HR, Workflow consultant.

**Responsibilities/Contributions:**

**Technical**

* Configuration, Development, Testing and Co-ordination.
* Configure, customize and design custom workflows.
* Prepare technical design specifications.
* ALV reports development for end of Service Benefits entitlement, calculation and infotypeupdation.
* Diagnose potential errors and resolve.
* Analyze day to day business requirements design a feasible solution.
* Set up custom workflows (with two, three and four level approvals) for ESS applications. These applications included all kinds of reimbursements, advances and loan applications.
* Custom RFC creation in the process of designing ESS applications.
* Development of Rules for identifying agents at different points in the workflow.
* Development of RFC’s for the above mentioned ESS applications.
* Development of custom infotypes (for capturing educational data of the employees children, Business travel etc.)
* Creation of Payroll function for prorating the recurring payment amounts to the employee in case of any absences and mid-month joining.

**BADI/Enhancements**

Implemented BADI for Loans Eligibility in ESS and payroll.

* Implemented BADI for Leave Request.
* Implemented BADI in case of CATS approval process.

**Client:** ABU DABHI Gas Liquefaction Company **From:** Jul 2008 – Sept 2008

**Modules:** PA, OM, TM, PY, ESS.

**Environment: ECC Version 6.0, Enterprise portal 7.0**

**Role:** ABAP HR, Workflow consultant.

**Responsibilities/ Contributions:**

* PMS template configuration – Design of Criteria and Criteria groups, design and configuration of columns required and their access at different levels, configuration of different roles and the status flow.
* BADI Development in the following areas
* Definition and behavior of the template
* Appraisal enhancements
* Reporting
* Activation and customization of standard workflows to identify agent assignments according to the requirements.
* Smartform displaying the complete summary of the appraisal process.
* Custom reports for identifying the training requirements in the year.
* Programs for creating and uploading the appraisal documents in PMS

**Client:** Reliance Retail SAP HR End to End Implementation  **From:** May 2006 – Jun 2008

**Modules:** PA, OM, TM, PY, PMS, ESS, MSS

**Environnent:** ECC Version 6.0, Enterprise portal 6.0

**Role:** ABAP HR Consultant

**Responsibilities/Contributions**

* Design and development of ABAP HR objects.
* Design of Custom workflow development and modification in the standard workflows in case of ESS services.
* Design and modify DDIC Objects like Domains, Tables, Views, Search helps and develop reports based on client’s requirements.
* Apply enhancements and BADIs to achieve required functionality.
* Development of ABAP webdynpro application to be shown on ESS portal. Developed services like creating and editing the nominations data of the employees, certification of mobile and corporate card bills for employees etc.
* e-Separation module: Development of custom infotypes capturing the following information.
* Exit interview
* Exit Survey
* Employee clearance data from the respective departments.
* Mailing Service – Triggering mails to employees, supervisors, Business Heads, HR co-ordinator, Payroll administrators, and time administrators at the occurrence of particular events E.g. Birthday of an employee, confirmation/separation of an employee etc.
* Cerifying corporate mobile bills - Programs to upload the data received from the service provider into the system. Development of RFC to pass and accept the data from the webdynpro applications which enables the employee to certify his bills. Scheduler program to update the respective infotype for retrieving the bill amount from the employee’s salary.
* Mobile Applications using .net - Developed mobile applications using .net framework integrated with R/3 database using .net connector.
* SMS applications using .NET - SMS Applications that communicates to SAP using SAP .NET connector. The following applications were developed.
* All Approval intimations to Employees on SMS (Travel, Leave, Reimbursements).
* Intimations to the Business managers in case of any critical event like Separation of an Employee etc.
* Intimation of PNR number to the Employees in case of a Travel.
* RWMS (Reliance workspace management system): A system which enables workspace administrators across all location to maintain, search, allocate, reallocate, delimit and reserve workspaces.
* Master Data: Enterprise & Personnel Structure, Remuneration & Wage type Structure, PA Actions and dynamic actions.
* Time Management - Creation of public holiday & Factory Calendar, Work schedules, Period work schedule along with work schedule rules. Day type creations. Define absence type and Time quotas and attendance.

**Client:** Piramal Health Care Pvt. LTD. **From:** Mar2005 – May 2006

**Module:** PA, OM

**Environnent:** ECC Version 6.0

**Roles /Responsibilities**

* Undergone training in ABAP module and was involved in development of ABAP and ABAP HR objects.
* Developed reports, BDC and module pool programs.
* Learnt the basics of SAP HR module like enterprise structure, concept of infotype etc.