

BALADEBA BEHERA

TOTAL REWARDS

CONTACT

+91 7218728704 

baladebabehera20@gmail.com 

Hyderabad, TG, INDIA 

[LinkedIn](#) 

EDUCATION

Masters in Personnel
Management
Pune, University
2009

Bachelors in commerce
Berhampur, University
2005

INDUSTRY EXPERIENCE

Banking & Insurance
FMCG
Education
Pharmaceutical
Energy & Utility

SAP CERTIFICATION

SuccessFactors EC Payroll
SAP HANA Payroll
SuccessFactors EC
SuccessFactors EC Time
SuccessFactors Compensation
SAP SF EC Integration with S/4
SAP Certified Specialist -
Implementation Consultant - SAP
S/4HANA Cloud Private Edition

SUMMARY

Certified SAP SuccessFactors EC Payroll Consultant with **12 years of Experience** including medium as well as large-scale SAP HCM/SuccessFactors implementations and successfully, led projects from workshops, design, configuration to all related implementation phases. Worked in SAP SuccessFactors EC Payroll for USA/India/Australia/UAE/UK/Germany/African Countries.

PROFESSIONAL EXPERIENCE

Manager [HR Transformation-Total Rewards Squad]

Capgemini, Hyderabad | 2025 – Present

Responsibility: -

- Worked in SWISS RE GCC Total Rewards team for Global Transformation for ADP Global View & ADP Celergo Payroll Implementation. Migration from ADP Streamline to ADP Celergo.
- Worked doe Allianz Insurance SF Employee Central Payroll PTP/Gross-Net/PCC Requirement Gathering.
- Conducting Workshops/Workbook preparation etc.
- Configure the Connectivity and Test the Connectivity between EC to ECP Replication.
- Configure the PTP Integration/mashup/Pay statement/PCC.
- PTP Error Analysis.
- PTP Replication Data Validation (Org/EE)

Team Lead

Accenture, Hyderabad | 2018 – 2025

Responsibility: -

- Worked on SF Employee Central Payroll PTP/Gross-Net/PCC Requirement Gathering
- Conducting Workshops/Workbook preparation etc.
- Configure the Connectivity and Test the Connectivity between EC to ECP Replication.
- Configure the PTP Integration/mashup/Pay statement/PCC.
- PTP Error Analysis.
- PTP Replication Data Validation (Org/EE)
- Configure and maintain all wage types and determine taxation rules, FI mapping, info type association and permissibility rules.
- Configure and maintain all wage types and determine taxation rules, FI mapping, info type association and permissibility rules.
- Design, configure and maintain all SAP payroll components including wage types, benefits integration, deductions, limit on deductions, off-cycle activity, accumulations, date and period modifiers, off-cycle activity, third-party remittance, posting to accounting, accruals, tax structure, reporting. • PCC Configuration & Testing
- Worked on TTT (train to trainer)
- Worked on SuccessFactors EC & EC Time Off Support
- Worked on SuccessFactors Data Migration Activity.

Senior System Analyst

TATA Consultancy Services, Gandhinagar | 2017 – 2018

Responsibility: -

- Worked on SAP EC Payroll Implementation
- PTP Integration. Payroll Configuration & Testing
- Worked on SuccessFactors BIB/PTP Replication and Data Migration. [Cost Center, Org Data, EE Data,

TOOLS

JIRA-Agile Methodology
Confluence-Wiki/Blog
AZURE-DevOps
Cutover-Cutover Tasks
HP ALM-Testing
Accenture Clone & Test Tool-Migration
Accenture DCM- Data Load

SAP TECHNICAL SKILLS

SAP ECC HCM
SAP S4 HCM
SAP RISE
SuccessFactors BIB Integration
SuccessFactors PTP Integration
SuccessFactors Data Migration
S4HANA migration cockpit
SuccessFactors Employee Central
Payroll
SuccessFactors Employee Central
SuccessFactors Time Off
SuccessFactors Reporting

CLIENT/PAYROLL

SWISS RE-CH
Allianz-Implementation-UK
Clearway Energy-Implementation-USA
Freeport-Implementation-USA
Saudi Cinema-Support-Saudi
Asahi-Support-Germany
Coles-Support-Australia
ADM-Implementation-USA
Astellas-Implementation-Japan
GMR-Support and Migration-India
IIFCL-Implementation-India
IIT Roorkee-Implementation-India

PROFESSIONAL EXPERIENCE

Atos

Senior Software Engineer, Pune | 2015 - 2017

Responsibility: -

- Configuration of SAP HCM Payroll/SF Solution & SF Integration.
- Worked on Data Migration.
- Conducted Workshops and Requirement Gathering, (BBP)
- Worked in UAT/SIT
- Conducted End user training.

HR Executive

Madhura Textile, Vapi | 2013 - 2015

Responsibility: -

- Worked as a Business User (SAP HR Payroll ADMIN)
- Maintain/Validate the Employee Bio-Matric Time & Payroll data.
- Process Contract and Permanent employee Salary.
- Process the Factory/Labor Compliance Returns (Annual/Half Year etc.) in State/Central Govt Office
- Maintain Wage Register, Muster Register, PF, Gratuity, Leave Register, Bonus Registers, and all applicable Registers.

ACSL

Senior Personnel Officer, Pune | 2012 – 2013

Responsibility: -

- Contract Labor/Vendor Management
- Attendance (Clock In-Out) Management
- Contract Labor/Factory Compliance Management
- India Payroll Processing

Maersk

Senior Operation Officer, Pune | 2009 – 2012

Responsibility: -

- HR Operations