

# PHANI KIRAN SAVITALA

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14+ years of experience in enterprise, cloud and web technologies in functional areas such as SAP HR, SuccessFactors for Retail, Airlines, Telecom, Healthcare and GIS verticals for fortune 500 clients.

## Summary

- Strong HCM and SuccessFactors implementation experience in defining and delivering the strategy and roadmaps, leading large teams and managing resources across different geographic locations.
- 11+ years of experience in HCM implementations on Program Management, Configuration, Test delivery and Automation for global projects, Enhancements, Business process mapping, hands on configuration for the various SAP HR modules
- Provided support for several HR implementation, maintenance, merger and acquisition projects.
- Effectively managed internal teams, client and third-party vendors on large scale implementation and maintenance projects.
- Expertise in working with multiple teams in creating integrated plans for multi country rollouts on large-scale and complex implementations.
- Skillfully driven project deliverables with broad responsibilities such as: maintaining budget (forecast and actuals); establishing infrastructure and project processes; status reporting and SDLC compliance;
- Coordinated and performed testing activities such as Functional, System Integration, End to End, Regression, Database, Security, Reports, Interfaces (includes TPV) and Web Services/API testing.
- Involved in functional and performance automation of key business scenarios for different clients on HR platform.
- Experience in managing self and team productivity, utilization, skill competency matrix, training plan and performance management.
- Delivered ERP and Cloud based testing projects by adhering to Waterfall, V-model and Agile methodologies.
- **Professional certifications** – SuccessFactors Employee Central, Certified in ISTQB Foundation Level, ITIL Foundation Level and Lean Six Sigma Green Belt.

## Technical Skills

- **ERPs:** SAP HCM, SAP Fiori, ECC v7.0, JDA, KRONOS
- **Cloud:** SuccessFactors Employee Central
- **Automation Tools:** JMeter and Tosca
- **Project/Test Management:** Version One, HP ALM, JIRA, SharePoint, Service Now, TFS (MTM)
- **Development and Database:** Visual Basic, Java, HTML, MS Access, Oracle, SQL
- **OPERATING SYSTEMS:** Windows, Linux/UNIX, MS DOS

## Work Experience

### GREENBYTE TECHNOLOGIES LLC (MAY 2017 – TILL DATE)

#### PROJECT#1 : DELTA AIRLINES, US

June 2019 – Till Date

#### SAP HCM Lead – Specialized/SME

- Delivery of My Time solution in SAP HCM/Fiori for Delta **Bid and Award** project for all airport locations across USA
- Integration of SAP Time module with Third Party Time systems such as Kronos, RTSM, eWFM, Avaya and InContact systems
- Understanding the business requirements, configuring of Conversion tables and testing of the solution in SAP HCM
- Worked on time interfaces for custom modules like Shift Bid, Vacation Bid, Shift Swaps, Time Entry/Time-Off, Time pairing, Lunch worked, Meal, missing meal times for RES and ACS, Unpaid Aux Time, Time Off Request, Shift Differential, work schedules for hourly employees
- Involved in preparing Security strategy and validation of security roles applicable for end-users
- Adhered to Agile methodology on bi-weekly sprint delivery model using Version One application to track the user stories
- Provided solution demo on bi-weekly basis to project stake holders (HRSD Business services, End users, developers, testing, project management and SAP vendors)

- Participated in solution design with Business teams, involved in effort planning and performed system validation and integration testing tasks
- Validated Work schedule rules for different Employee Groups and Subgroups, Attendance and Absence types, Time transfer to infotypes (CAT6), process Time Evaluation and PT Balances for each day
- Collaborated with business partners/airport crew to understand business requirements in End-to-End validation demo workshops to translate into end user services.
- Liased with key internal and external stakeholders for test management and defect management activities.
- Coordinated and performed testing activities such as System and Integration Testing of Time inbound and outbound interfaces
- Validation of time rules and hours calculation in **payroll** results for different employee types configured in **SAP**
- Worked with offshore automation team in planning and building smoke regression and full regression suite and generated reports for major builds and conversion activities

## **PROJECT# 2: STARBUCKS CORPORATION, US**

**June 2017 - June 2019**

### **SAP HCM Consultant/QA**

- Delivery of Time Management solution in **SAP HCM** for Starbucks Partners across all stores in USA
- Integration of **SAP** Time module with Third Party Time systems such as Kronos, JDA and Workforce Management System
- Understanding the business requirements, configuring and testing of the solution in **SAP HCM**
- Delivered the modules such as Total Time, Quick Pay, Auto Pay and Store conversion to JDA time system for Starbucks Retail Partners across different states in USA
- Participated in solution design with Business teams, involved in effort planning and performed system validation and integration testing tasks
- Defined Work schedule rules for different Employee Groups and Subgroups, Attendance and Absence types, process Time Evaluation for integration with different Time Systems
- Collaborated effectively with business partners to understand and synthesize business requirements into end user services. Liased with key internal and external stakeholders for test management and defect management activities.
- Coordinated and performed testing activities such as System Testing and Integration Testing of inbound and outbound time interfaces
- Validation of time rules and hours calculation in **payroll** results for different employee types configured in **SAP**
- Automation of functional and key business scenarios like New Hire, Promotion, Demotion, Transfer actions and bulk conversion (cost center change) of stores from Kronos to JDA using TOSCA automation tool
- Created re-usable modules for all employee actions in **SAP GUI**
- Created re-usable test libraries for new hire action based on hourly and salaried employees, time keeping system and region (US and Canada)

## **NGA HUMAN RESROUCES, HYDERABAD, INDIA**

Manager, **SAP** HR and Cloud Applications

**October 2010-May 2017**

- Delivery and Functional Lead for Global ERP (**SAP** HR) and Cloud based (SuccessFactors) solutions and delivered quality Line of Business applications
- Lead the client negotiation and management over the solution designs, developed project plans, resource and effort planning, maintained issue and risk logs, communication plan during pre and post implementation
- Integration Testing lead for NGA Global **Payroll** Exchange interface and created testing estimate guidelines, common business scenarios, client workshop presentations.
- Worked for fortune 500 clients such as **Johnson & Johnson, DuPont, Astrazeneca, Fifth Third Bank (USA), ThyssenKrupp, Brambles, Lundbeck** on a global delivery and integrated One Team model.
- Involved in requirement analysis, design and Testing on **SAP** HR modules such as Personnel Administration, Organization Management, Benefits, **Payroll**, Time Management, Compensation, eRecruiting, Inbound & Outbound interfaces, Standard & Ad-hoc reports, Business Objects and Portal (ESS & MSS) functionality.
- Collaborated effectively with business partners to understand and synthesize business requirements into a end user services. Liased with key internal and external stakeholders for test management and defect management activities.
- Coordinated and performed testing activities such as System Testing, System Integration Testing, End to End Testing, Reports Testing, Interfaces Testing (includes TPV), Regression Testing, Database Testing, Security.

- Delivered client specific automated Regression test suite on Selenium Robot Framework for country roll-out scenarios, HRSP upgrades and product releases on client environments.
- Provided End-to-End technical support from Unit Testing to User Acceptance testing, including the hyper care support post go-live.

#### **CONVERGYS INFORMATION MANAGEMENT INDIA PVT LTD, India**

**April 2004-October 2010**

##### **Quality Analyst, SAP HCM (June 2007-October 2010)**

- Successfully performed SIT and System Testing for **Flextronics, Johnson & Johnson and Boston Scientific** on Benefits Administration, Personnel Administration, Organizational Management, Inbound & Outbound interfaces and ESS&MSS modules, primarily engaged in implementation of Annual Enrollment process for employees in different locations in USA.
- Participated in Change management process meetings to review feasibility of inclusion of new enhancements in current release schedule.
- Involved in preparing daily/weekly status reports and shared with project stakeholders.
- Participated in review/kick-off meetings with On-site client teams
- Extensively worked on HP Quality Center, **SAP** GUI and Portal applications.
- Part of focused team and liaised with different country testing leads for test delivery improvement model for large scale clients Johnson and Johnson and Dupont clients.
- Effectively lead multiple projects in parallel with team size of 6 to 8 by achieving high quality output in time

##### **Quality Analyst, Telecom Billing domain (April 2004-May 2007)**

- Performed testing of Telecom Billing applications for Sprint-Nextel telecommunications company to generate the Billing activities for their customers (more than 20 million). The Application consists of six modules namely Customer Acquisition/Customer Service (CACS), Pricing, Usage, Billing, Finance and Collections.
- Worked on Unix and Oracle Applications for front-end GUI and API testing on implementation and maintenance projects. Performed database validation by building complex queries to retrieve data from multiple tables.
- Worked on receipt and processing of transactions initiated by a reseller to create and maintain reseller subscriptions, while protecting a reseller's data from other resellers
- Performed Project Management activities such as creating Test Plan, Status reports, Post Project Analysis, Lessons Learned meetings.

#### **INDIAN NATIONAL CENTRE FOR OCEAN INFORMATION SERVICES, India**

##### **Project Assistant, GIS technologies**

**April 2003-April 2004**

- INCOIS is a Govt. of India organization involved in research and scientific developments through processing of satellite images and provide forecast data to meteorological and fisheries departments across the country
- Processing of satellite image data using image processing software ERDAS
- Uploading and archiving of satellite forecast image data to the web for user community
- Maintained the web pages in back-end using JSP and Java Servlets
- Created front-end web pages using HTML editor
- Prepared the user manuals and work instructions documents.
- Forecast of processed satellite data to different users across the country through digital display boards.

#### **EDUCATION**

**INDIRA GANDHI NATIONAL UNIVERSITY, INDIA**  
*Master of Computer Applications*

June 2003

**LOYOLA ACADEMY, HYDERABAD, INDIA**  
*BSc Electronics Technology*

April 1999

# Phani Savitala

- Dunwoody, GA, US

## Contact Information

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- 4256147063

## Work History

**Total Work Experience: 19 years**

- **SAP HCM** Lead Delta Airlines  
Jun 01, 2019
- **SAP HCM** Consultant Starbucks Corporation  
Jun 01, 2017
- **SAP HCM** And Successfactors Consultant NGA Human Resrouces  
Oct 01, 2010
- **Quality Analyst, SAP** HR Testing  
Jun 01, 2007
- **Quality Analyst Convergys** Information Management India Pvt LTD  
Apr 01, 2004
- **Quality Analyst**  
Apr 01, 2004

## Education

- **Masters** | Indira Gandhi National Open University

- **Bachelors** | Loyola Academy

## Skills

- **qa** - 16 years
- **implementation** - 13 years
- **interfaces** - 13 years
- **sap hcm** - 13 years
- **hr management** - 12 years
- **system integration testing** - 12 years
- **leadership** - 11 years
- **test management** - 11 years
- **business requirements** - 10 years
- **organizational management** - 10 years
- **payroll** - 9 years
- **time management** - 9 years
- **consulting** - 8 years
- **business partnership** - 9 years
- **defect tracking** - 9 years
- **integration testing** - 9 years
- **planning** - 9 years
- **sap payroll** - 6 years
- **sap hr time** - 5 years
- **software** - 13 years
- **system testing** - 12 years
- **ess** - 10 years
- **mss** - 10 years
- **database qa** - 8 years
- **functional management** - 7 years
- **security** - 11 years
- **acceptance testing** - 10 years
- **web portals** - 10 years
- **benefits** - 5 years
- **business objects** - 3 years

## Work Preferences

- Likely to Switch: False
- Willing to Relocate: True
- Travel Preference: 25%
- Work Authorization:

- US
- Work Documents:
  - Have H1 Visa
- Desired Hourly Rate: 80+ (USD)
- Desired Salary: 130,000+ (USD)
- Security Clearance: True
- Third Party: False
- Employment Type:
  - Full-time
  - Contract - Independent
  - Contract - W2
  - Contract to Hire - Independent
  - Contract to Hire - W2

## Profile Sources

- Dice: <https://www.dice.com/employer/talent/profile/605ddb4fd0e80ff82bfba92e67a4695f>