



Senior SAP ABAP Technical Consultant

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Professional Summary

- **7+ years** of experience as a **SAP HR ABAP Consultant** involving complete **life cycle implementation, conversion, upgrade and post implementation support**.
- Full knowledge of all aspects of software development including **design, coordination, implementation, debugging and testing and warranty support**.
- Extensive working experience in **SAP HR Payroll, Time Management, Benefits, Personnel Administration (PA) and Organizational Management (OM)**.
- Sound knowledge in **Compensation Management, Employee Self Services (ESS) and Manager Self Services (MSS)**.
- Knowledge of **SAP Upgrade Process Methodology**, making ABAP programs **Unicode enabled** and experience on working with **Sandbox System**.
- Full knowledge of retrieving results from the **Payroll and Time Clusters** of PCL2, creating reports using **ALV list** as well as **grid** display.
- Experience in creating **conversion programs** for **Data Migration** from the legacy systems to SAP using **LSMW** (Legacy System Migration Workbench) and **BDC** (Batch Data Communication).
- Extensive experience in creating all types of **RICEF (Reports, Interfaces, Conversions, Enhancements and Forms) objects** including classical, Interactive, Drilldown and **ALV** reports, Interface to the third party applications and Enhancement programming.
- Well versed in creating and modifying **SAPscripts, SmartForms** and brief knowledge of **Adobe Forms**.
- Excellent knowledge of ABAP **dictionary objects** including dictionary **Tables, Views and Structures**.
- Experience in **Performance Tuning, Problem Solving, Debugging**, writing **technical designs** for forms, reports and translating business requirements into technical designs.
- Worked extensively on **enhancement objects** including **User Exits and BAdi's**.
- Good working experience of **SAP BOR** (Business Object Repository) and creation of **Function Modules, BAPI's and RFCs**.
- Worked on the **Encryption Custom solution to Encrypt Data for Custom Infotypes**.
- Excellent knowledge of **module pool programming** including **Menu painter and Screen painter**.
- Motivated, hard working and comfortable working in a team environment as well as individually.

Technical Experience

SAP: ABAP/4, EDI, ALE, IDOC's, BAPI, RFC, HR Reports, ABAP/4 Objects, ABAP Query, ITS, ALV, SAP Business Workflow, LSMW, BDC, Data Extract, SAPscript and SmartForms, Dialog Programming, Inbound/Outbound/File Interfaces, Test Cases.

Modules: HR, FI, MM and SD.

Languages: ABAP/4, Java, VB, C, C++, VC++, XML, UML, HTML, Perl.

Databases: Oracle 9i/10g, Informix, MS Access, SQL Server.

Platforms: Windows 2003 server, Windows NT, UNIX, Linux, Solaris.

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Clients / Experience

ExxonMobil Corporation SAP HR ABAP Technical Consultant

ExxonMobil is the world's largest publicly traded international oil and Gas Company, providing energy that helps underpin growing economies and improve living standards around the world. Its innovation and technology spans over 37 Countries.

Reports:

- Created an ALV report to list positions within an Organization Unit. List sorted by org unit, and exempt/nonexempt within unit. Report indicates if the positions are vacant or filled. It provides information on job classification, job family, job level, etc.
- Created an audit report for New Hires, Terminations, Position Changes, Salary Changes, and Leave or Absence.
- Created a report, which calculates an Annual Gross based on a desired Net, taking into account the tax information such as filing status, resident state, etc. It also shows per period gross and net for the entire year.
- Created a "Monthly Accumulation of FB/EBE" report. The report is used by the Tax Support Unit to ensure that the departments/facilities/campuses are processing FB/EBE payments per tax regulations.
- Created a report that displays the summary of Pay Statements sent to the employees. The program sends the Pay Statements to the employees via email to only those who have opted. This program runs every day and looks for any new pay statement available. If it finds a new pay statement, it emails the pay statement as a PDF attachment and also logs the send information in the custom table.

Interfaces:

- Developed an outbound interface that communicates with the Medco Health Solutions, the employees, annuitants, and survivors eligible for the prescription drug program. The interface file will be generated weekly and an email notification will be sent to Medco Health Solution representative.
- Developed an inbound interface that allows the user to upload a Tab delimited text file that contains eCompensation mapping records. These records are only for the employees that are within the scope of the eCompensation application. The uploaded records are then displayed for further editing. Once edited, the records are saved in the eCompensation mapping table. Only the records that pass the validation checks are saved.
- Developed an outbound interface for Delta Dental System to create a data file to be submitted after each payroll run, which has employee records, followed by dependent records. Enrollment data is read from Infotype 0167 and dependent information from 0021. Contribution amounts are read from payroll results tables (PCL2, RT).
- Developed an outbound interface that generates a new tax remittance file as per the new web import layout from the Sage's EDP Payroll Tax (since EDP application no longer accepts the client/server file which was previously generated for the FLS Sync). This new file is generated daily which is then loaded manually into EDP by the business. EDP is used to file the company tax returns.

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- Created an outbound interface to provide to the Bank Reconciliation System, information of all disbursements and warrants drawn on or paid or cancelled payments. The file included payroll as well as garnishment warrant information.

Enhancements:

- Developed the password reset functionality on the Login Screen on EDA portal for eSPW, eIncrease, Annual eMap, Monthly eMap, and dMap. The application automatically gathers the necessary data (name of the user, UserID, Server Name and standard wording) and creates an Email in Lotus Notes with pre-addressed to the IT HelpDesk. The email will always go to one single Access Administration (AA) address for the password re-sets.
- Developed a User Exit to add a validation logic to CAT2 (SHARP time entry system) for an employee. The validation logic checks the type of time entered (attendance codes) and the type of employee (Exempt) and issues a warning message to the Time Keeper if overtime is entered for an exempt employee.
- Developed a User Exit to default the Tax File Number field in IT0227 (Australia) to blank instead of zeroes as the Global Smart Form's (GSF) New Hire form processing does not allow the user to override the value defaulted on the IT0227.

SmartForms:

- Designed a SmartForm to handle mass printing of SPWs. This SmartForm is invoked for each employee selected using the SPW program. This form was made available on ESS.

Jet Blue Airways

SAP HR ABAP Technical Consultant

JetBlue Airways is one of the low-cost airlines which mainly serve destinations in the United States, Caribbean, the Bahamas, Bermuda and Mexico.

Reports:

- Created a report to provide detailed information for actual and projected 'Other Temporary Help Wages' expenditures. The report was used by managers and/or other authorized users to monitor expenditures of the organizational units and positions within their area of responsibility.
- Created Employee History Report listing employee data and all the transactions performed for the employee during the selection period. The report was developed using the PNP logical database.
- Created a report that gives the head count of employees enrolled in Benefit Plan and plan option. This report was run to get the totals only and detailed information. The detailed information report was designed in ALV list display. This report retrieved information from the Infotype 167,168,169 and 170.
- Report to display Personnel Work Schedule and Attendance Status for each employee.
- Developed a report that gives the summary of all the individual sick-pay values for a given period.

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Interfaces/Conversions:

- Created an outbound interface for processing W-2 forms by a third Party Provider (ProBusiness). The required data will be pulled from results table (RT, CRT of PCL2 cluster). From ProBusiness Year-End salary and tax details of all employees are directly deposited to IRS, a copy of W-2 form is sent to each Employee and a copy of all W-2 forms (on CD-ROM) to the organization.
- Created an outbound interface program to send the 401K-contribution information to JP Morgan (JP Morgan manages client's 401K plan). This report/interface was created by reading payroll results (RT Table) and also information from Infotype 0169.
- Developed an inbound interface program to load the 401k changes information coming from JP Morgan.
- Created the "Position Roster File" interface. The outbound interface is a file of all authorized positions to be used by the departments to track positions.
- Created an outbound interface to provide Personnel Administration department with demographic data of employees enrolled in Medical and/or Dependent Care Flexible Spending Accounts on a semi-monthly basis.

Enhancements:

- Developed a User Exit / BADI for Benefit plan Life / AD&D - To change Employee Cost and Employer Credit for each age band and salary.
- Created a Custom OM Infotype using the transaction PPCI to maintain additional position attributes. The Infotype stores basic Org data and Probationary period review dates associated with the position.
- Implemented the User Exit PBAS0001 to default the start date for Infotype 168.
- Created a Table to hold criteria Alternate Range change criteria for various payscale levels. The table was used to hold the threshold time period to be served under a payscale to be eligible to move to the next level.

SmartForms:

- Designed SmartForm for employees who need employment verification letters.

Philip Morris SAP HR ABAP Technical Consultant

Philip Morris USA Inc is the nation's leading cigarette manufacturer. It is a wholly-owned subsidiary of Altria Group.

Reports:

- Created an Employee Dependents Report, to list employee's dependents detailed information. This report was created using the PNP Logical Database and extracting data from Infotype 0021 (Family Members/Dependents).
- Created a report to audit master data maintenance. This report lists the employees who changed their own master data in the selection period.
- Created a salary planning report in Compensation Management that gives an employee the ability to project the Future (Projected) Salary.

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- Created a report that gives the list of employees who work and reside in different states and are subjected to taxation based on reciprocity between their work and residence state. This information will be used by the Payroll Tax Department to determine the employees who do not have an Infotype 0234 setup on their record.

Interfaces/Conversions:

- Developed Batch data conversion programs for migration of Legacy data to Payroll, Benefit, and Tax Infotypes to name few like 0000, 0001, 0002, 0014, 0015, 0207, 0208, 0209, 0210, 0169, and 0170.
- Created an outbound Interface File to be sent weekly to BCBS (Blue Cross Blue Shield) Dental Care for Dental Benefits of Associates/Subscribers and their Dependents.
- Created a payroll "Child Support" outbound interface providing information for Child Support and/or Child Support Arrears payments.
- Created the "Position Information" interface. The file is a listing of authorized established regular/ongoing positions (filled or unfilled) as of June 30th of each Fiscal Year, with related personnel information including past year expenditures by class code and estimated expenditures for the current and budget years for each position.

Enhancements:

- Created a mass update program, run annually, that checks which established positions are vacant for six consecutive pay periods or more during the current and previous fiscal years. For each selected position a record is created in custom Infotype 9012.
- Created an enhancement program that checks for positions with records in Infotype 9012 that are marked to be abolished and delimits them with the start date of the current fiscal year as the effective date.
- Developed a function module to calculate and retrieve the payroll results from the cluster for the given pay period, pernr, taking into account the Retro's, adjustments and corrections, to use across all the reports and outbound interfaces.

SAPscripts/SmartForms:

- Modified the "Leave application form" to incorporate an additional custom field. The form was developed using SmartForms.

International Paper

SAP HR ABAP Technical Consultant

International Paper is a diversified, global company with manufacturing operations in the western hemisphere, Europe, Asia and Africa.

Reports:

- Developed a report to list the Employee and Employer contributions on various Savings and Health plans.
- Developed a report that identifies active US employees that are missing OM data in Org. Unit, Cost Center, Job or Position.

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- Developed a report that gives the summary of the employees or their dependents that will turn age 65. There needs to be actions taken against Infotype 0167 to delimit and/or create new Infotype 0167 records with attributes depending upon predefined rules.

Enhancements:

- Developed a conversion program to load the employee disability history into SAP using the BDC. The data loaded will be stored in the Infotype 2012: Entitlements. The data was made available on the Application Server.
- Created a Custom Infotype 9091: Work History. This Infotype stores information about the employee's previous work history including the qualifications/skills, previous companies/clients and the department of interest.

Interfaces/Conversions:

- Created an outbound interface that provides the salary reference values for all the various compensation levels (pay scale type, area, group, level) for a complete series of years of experience from 01 to 20 at every stage of their RGP (Rank group Percentile).
- Created an outbound interface that provides the list of employees with active medical benefits whose time base is currently less than half time (50%) that enables the benefit's department to take action regarding the employee's ineligibility for medical benefits.

SAPscripts:

- Developed a SAPscript that generates a letter to be sent to the employee who'll turn age 65. The letter will inform the employee about the changes in his/her Health Plans.

Cooper Cameron Corp

SAP HR ABAP Technical Consultant

Cameron is a leading provider of flow equipment products, systems and services to worldwide oil, gas and process industries. It leverages its global manufacturing, sales and service network on over 10 operating divisions.

Reports:

- The project includes implementation & support of SAP R/3 to support HR corporate functions. The HR implementation included Personal Administration, Planning and Distribution, Payroll Development and interface with the HR.
- Roles and Responsibilities as a team member was to design and develop Payroll function to compute accrual.
- Created a program to generate Over Time Analysis report.
- Design and built a program to create a General Contribution Report.
- Developed a program for Basic Salaries & Headcount Report.
- Modified a report which shows the groupings of employee based on their highest education with their Earnings, CPF and Medical reimbursement.
- Developed Payroll summary report.
- Built Employee termination checklist report.
- Developed a program using the PNP logical database to report changes in any specified PA Infotypes within a time range.

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- Developed a program to create an ALV report showing person, education, qualifications, position history and previous employer data. The program used the PNP logical database and provides the capability to download the report data to an excel file.

Interfaces/Conversions:

- Developed a program to create an Employee Master Hierarchy file.
- Built a process to generate an Appraisal Rating file.
- Developed an interface to send the employee information to third party executive management system. This interface was created by extracting data from master data Infotypes.
- Developed an interface to send the associate salary details to third party Compensation Planning system, this will later be used for salary planning.
- Developed a data interface program using Call Transaction method for uploading employees remuneration information (Infotype 2010) and leave compensation (Infotype 0083).

SAPscripts:

- Wrote a SAPscript for Payroll check using the standard SAP delivered SAPscript F110_PRENUM_CHCK and modifying it based on the requirements. Logo, Signature and MICR line were added to the standard SAPscript.

Invensys Foxboro

SAP HR ABAP Consultant

The Foxboro business unit of Invensys is a leading supplier of instruments, systems and services for industrial process automation.

Reports:

- Developed a report to list the contributions of employees on various Savings Plans.
 - Developed Worker's Compensation Report.
 - Developed reports on Leave Details (Leave days, Entitlement, Year to Date taken, Balance, leave Type, Leave to Clear etc).
- Created a report for employees who belong to US personnel areas and are eligible for retirement benefits.

Interface/ Conversions:

- Developed inbound and outbound interface programs for Payroll. The generated files were used for 3rd party submission and reconciliation purposes. The programs utilize data from the Payroll result clusters (PCL2) and tables (RT, CRT, TCRT, and BT).
- Used LSMW for migration of Legacy system into SAP for the Infotypes 0000, 0001, 0002, 0006, 0008, 0009, 0014, 0015, 0171, 0167 and 0021.
- Developed an inbound interface to load the deductions wage type for the Infotype 14.
- Developed an interface for health plans to third party.
- Developed outbound interface to transfer the details of flexible spending accounts to third party by pay period.

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Function module:

- Developed technical specifications for benefits interface.
- Developed technical specifications for time data.

Enhancements:

- Modified the Benefit Plan enrollment report which gives the details of the employees who changed the Benefit Plan in the current year.
- Created a Custom Infotype as per the end user requirement. Involved in developing the screen designs, menus and flow logic based on the functionality.

SAPscripts:

- Involved in modifying the Benefits Enrollment/Confirmation letters.

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