

MEHMET KAYA

CONSULTING DIVISION MANAGER & SAP HCM CONSULTANT

Personnel Detail

Date of Birth : 06/Feb/1982
Gender : Male
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Career History

01/2012 – to date **HRSP Software and Consulting, Turkey**
Consulting Division Manager & SAP HCM Principal Consultant

11/2010 – to date **HRSP Software and Consulting, Turkey**
SAP HCM Principal Consultant

03/2008 – 04/2010 **Coca Cola İçecek A.Ş.**
Business Solution Analyst (HR)

02/2007 – 02/2008 **MBIS Consulting - Management Business Information Service**
SAP HR Consultant

Profile

- 8 + years SAP HCM Consulting & Business Processes experience in various Implementations, roll-out, support, upgrade, project management, data transformation, migration, process harmonization projects and team lead.
- Extensive international SAP HCM experience ranging from Turkey, Europe, Middle East and CIS Countries.
- His responsibilities include optimization of business practices, supporting the changes in business processes, standards and corporate structure, project management, organizational development consulting, SAP application and technical consulting.
- Performed various roles as a **Senior Consultant, Team Lead and HCM Solution Architect**.
- Adept in working in large, multi-cultural and multi-national environment.
- Deep product knowledge and excellent skills in SAP HCM ;
 - **Personal Administration**
 - **Organization Management**
 - **Payroll**
 - **Time Management (Positive & Negative)**
 - **Travel Management**
 - **Recruitment**
 - **ESS (Employee Self Service), MSS (Manager Self Service)**
 - **HR Renewal 2.0&1.0 & UI Application Design**
 - **Training And Event Management**
 - **HR authorization and special authorization (inc. context auth., structural auth.)**
 - **Cross Application Timesheet(CATS)**
 - **Performance Management (ESS-MSS, Solution Architecting about all business process)**
 - **IDOC Interface(ALE)**
 - **Data Migration (LSMW)**

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- **ABAP with Creating New PD and PA Infotypes, simple code correction, debugging.**

- As a fresh start for a Success Factor Project Management.
- Extensive experience using **SAP HCM** Concurrent and Global Employment functionality.
- Overall responsibility of man power planning and recruitments procedures and developing the induction programmers for the new recruits
- Strong interpersonal skills and incident resolution and problem solving.
- Expertise in ASAP methodology and analyzing “AS IS” and “TO BE” status of the client and suggesting the solutions best suited for the implementation and up gradation
- A multi-skilled professional with good all-round HR advisory skills.
- Strong knowledge of SAP market
- Delivery of strategic SAP HCM solutions based and business necessities, legal requirements integration on a global model.
- Deep understanding of SAP application architecture, practical experience of implementing SAP HCM in global diverse industries and implementation across geographic regions.

Significant Achievements

- Implemented 11 full life cycle projects.
- Successful PA,OM,ESS&MSS Implementation of the SAP 6.0 Arcelik Global Template Project for 11 European Countries.
- Managing various Country Payroll project and payroll system integration at Coca-Cola Bottlers.
- Very extensively worked in Performance Tuning, Aggregates, Process chains, Data Migration(LSMW etc.), Testing, Go-Live, Production Support, End-user training, UAT, Documentation, CTS Transports and OSS Notes,
- Rich experience in design and development web application for HR Applications.
- Designed various ABAP programs including transactions and reports
- Lead teams in the various projects responsible for the successful implementing of SAP project.

Education

University of Marmara, Istanbul, Turkey
Business Administration, Graduated 2007

Languages

English fluent (written/speaking)

References

References from my clients are always available upon request.