



# HARISH KRISHNAMURTHY

## GLOBAL PAYROLL & HR SERVICES LEADER

### PROFILE

Senior management professional specialized in Payroll & HR shared services, extensively contributed to business transformation, technology implementation, change management in leadership position. 34 year of ground up experience in Finance, HR & Payroll in varied multinational MNC & startup companies across Tech, Defense, Aeronautics, Specialty Materials, Oil & Gas, Automobile & Service industries head quartered in US, EMEA & Asia. I am a maximiser with a futuristic approach, strategic orientation and very good at generating innovative ideas. Self- assurance and mentoring the team are my greatest strengths

### MY VISION & VALUES

**VALUES:** Honesty, Success, Family & Being Myself

**INTEREST:** Creative production, Counselling & Mentoring

**CHARACTER:** Introverted, Intuitive, Feeling, Perceiving (INFP)

**CULTURE:** Entrepreneurial

**STRENGTH:** Futuristic, Ideation, Strategic, Self-Assurance & Maximizer

**STAND OUT:** Pioneer & Stimulator

### CONTACT

**PHONE:** +91 6374726988

**EMAIL:** [Harish9845438231@gmail.com](mailto:Harish9845438231@gmail.com)

**WEBSITE:**

[linkedin.com/in/harishbk/](https://www.linkedin.com/in/harishbk/)

[@payrolltransformation](https://www.payrolltransformation.com)

[www.harishbk.com](http://www.harishbk.com)

### AREAS OF EXPERTISE & PORTFOLIO

|   |              |
|---|--------------|
| APAC 14 countries Payroll Consolidation on ADP SAP GV               | 2003 to 2007 |
| Consolidation of HRIM Support for APAC on PeopleSoft                | 2003 to 2007 |
| eLeave Implementation for APAC 14 countries on SAP ADP              | 2003 to 2007 |
| Global HRIM Support center set up with PeopleSoft                   | 2005         |
| Outsource to In-house payroll for 6 countries of APAC from ADP      | 2007         |
| APAC Payroll Outsource to ADP SAP GV                                | 2008 to 2010 |
| APAC & EMEA 60 country Payroll Operation Functionalization          | 2011 to 2012 |
| Lean Management System for APAC & EMEA Payroll Operation            | 2011 to 2014 |
| Romania & Slovakia ADP SAP Payroll Implementation                   | 2015 to 2016 |
| Global Payroll Focal – Global M&A-124 payroll entities              | 2016         |
| Robotic Process Automation for HR                                   | 2016 to 2017 |
| APAC Regional Payroll Service center framework                      | 2017         |
| Japan HR Operation- RPA COE set up                                  | 2017         |
| AMEI Payroll Shared Service center in Chennai set up                | 2018-2020    |
| AMEI Payroll Transformation-6 countries & 15 entities on RAMCO      | 2018- 2021   |
| Global & Regional HR Shared service center set up for 74 countries  | 2021- 2022   |
| Implementation of technologies Global SSC -RPA, AI & CRM for HR Ops | 2021- 2022   |

### WORK EXPERIENCE

|  |   |                 |
|--|---|-----------------|
| <b>PayPal</b>  | Sr. Manager Global Payroll Transformation       | 2023-05 present |
| Working with FinTech company in achieving payroll transformation at global scale for people, process & technology.   |   |                 |
| <b>Globalization Partners</b>  | Senior Director, Global Service Transformation  | 2021-05 2022-11 |
| Worked with HR Services company in EOR space to lead their service transformation initiative in setting up shared service across India, Malaysia, Poland & Mexico. Implementing technology driven process excellence with RPA, Zendesk & AIG   |   |                 |
| <b>Renault-Nissan-Mitsubishi</b>   | General Manager - AMI Nissan & Alliance Payroll | 2018-11 2021-05 |
| Worked with Auto giant to set up, implementation & operationalization of Africa, Middle east & India Payroll shared service center in Chennai  |   |                 |
| <b>Tricor Group</b>  | Consultant-Payroll & HR Shared Service          | 2017-07 2017-12 |
|  | Director - Regional Payroll                     | 2018-01 2018-11 |
| Worked with HR & Payroll service company to establishing the regional payroll shared service in Malaysia. Incorporated with automation & RPA.  |   |                 |
| <b>Honeywell</b>   | Director Payroll Operation                      | 2010-09 2017-06 |
| Worked with Global conglomerate in multi region service operation for Honeywell to establish Lean Management system of operation & functional transformation. This service spread across APAC & EMEA for 50+ countries. In this period work also extended to delivering global M&A integration & establishing Robotics (RPA) COE   |   |                 |
| <b>Microsoft</b>   | APAC Payroll Shared Services Manager            | 2008-03 2010-09 |
| Worked to Tech giant to establish 100% outsourcing devility hub for Microsoft in Payroll for APAC  |   |                 |
| <b>Honeywell</b>   | Asia Pacific Payroll & HRIM Manager             | 2003-11 2007-04 |
|  | Director - Business Operations & Transitions    | 2007-05 2008-03 |
| Worked with Global conglomerate to establish a business transformation group for Honeywell in HR service, Payroll, contact center, Data management, reporting & security. The transformation encompassed east for east and east for west strategy. Leveraged Vendor management, Six sigma along with process & budget ownership. Group expanded from 3-member team to 200 spread across region |   |                 |
| <b>Dell</b>  | Payroll executive                               | 2003-03 2003-11 |
| <b>Intel India</b>   | Payroll executive (E&Y /Team Lease)             | 2001-04 2003-02 |
| <b>India Life Pension Services</b>   | Executive - Payroll Operation                   | 2000-05 2001-04 |
| Worked with multiple service providers & payroll org to learn setting up of Payroll operation, system implementation and change management   |   |                 |
| <b>IBM Global Business Services</b>  | Executive - Finance                             | 1998-05 2000-03 |
| <b>Arrow Management Consultants</b>  | Senior Consultant                               | 1996-04 1998-04 |
| <b>Balu &amp; Anand – CA</b>   | Account, Tax & Audit Assistant                  | 1991-04 1996-03 |
| Worked for 9 years at ground level in finance industry in Tax, Audit and project finance with finance experts. Learnt basics of customer relationship and finance workspace.   |   |                 |

## SKILLS

### Managerial

Strategy Development  
Setting up SSC  
Managing Multi-cultural Teams  
Commercial Acumen  
Lean Methodology Six Sigma  
Project Management Change  
Management Process Excellence  
Organizational Transformation  
Vendor Management  
Executive Coaching

### Functional:

Payroll Management  
Human Resource Operations

### Technical:

Payroll & HR Technology  
Digital tech (RPA/AI/CRM)  
Peoplesoft  
SAP  
Workday  
ADP Global View  
RAMCO  
HR & Payroll interface

## EDUCATION

- BANGALORE UNIVERSITY Bachelor of Commerce (B.Com.), Taxation, 1988 - 1990
- IIM-B Management Program for Finance professionals, 1998 - 1998
- SWISS SCHOOL OF BUSINESS AND MANAGEMENT, Global Doctor of Business Administrations, 2020- 2023

## TRAININGS & CERTIFICATIONS

- Digital HR Strategy
- Six Sigma Green Belt
- NLP Master Practitioner
- Certified Lean Expert Lean Master
- Result Certified Coach
- GPHR
- Agile Project Manager
- Introduction to Design Thinking & Methods
- AI & Machine Learning Specialist
- GDPR Compliance – Essential Training

