ABDULLAH NEMATULLAH

HR Transformation and Technology | People Analytics

Abu Dhabi, UAE
linkedin.com/in/consultabdullah

PROFESSIONAL SUMMARY

Human Capital technology and analytics professional with 10+ years across energy, utilities and SAP consulting. Leads business-side HR transformation by translating policy, operational and reporting needs into system requirements, tested applications and management insight. Experience spans SAP SuccessFactors and S/4HANA migration, compensation application ownership, Power BI development, workforce planning solution design and applied AI. Brings HR, IT, Finance and vendors together through requirements, delivery, user acceptance testing and adoption, with a record of improving payroll controls and HR services.

CORE EXPERTISE

HRIS and HCM application ownership; HR transformation; business analysis and requirements; stakeholder and vendor management; project delivery; people analytics; workforce and compensation reporting; process automation; data governance; UAT and change adoption; practical AI for HR.

PROFESSIONAL EXPERIENCE

ENEC Operations (formerly Nawah Energy Company)

Systems Specialist | Human Capital Technology and Analytics

Abu Dhabi, UAE | May 2018 - Present

Business-side delivery in a regulated nuclear enterprise, connecting Human Capital, Payroll, Finance, Organisation Design, enterprise IT and external vendors.

SAP transformation and OneERP delivery

- Led Human Capital business-side work for the migration from SAP ECC and Oracle HRMS to SAP SuccessFactors and S/4HANA. Coordinated requirements, design validation, roles and permissions, UAT, change adoption and post-go-live stabilisation.
- Contributed across Employee Central, Recruitment, Onboarding, Compensation and Workforce Analytics; participated in Fieldglass design reviews and train-the-trainer sessions. Led HR data stewards and coached HRIS users through the transition.
- Supported business UAT for Performance and Goals, Succession and Career Development, including SAP Solution Manager test documentation and Employee Central Service Center requirements.
- Coordinated execution and validation of 100+ data-cleanup and migration scripts covering approximately 45,000 HR records. Supported payroll and time validation, integration fixes and resolution of migration issues.

SuccessFactors Compensation application ownership

- Independently drove Annual Merit Increase and Performance Bonus applications as sole business-side lead. Coordinated Payroll and IT through change requests, payout simulations, eligibility checks and output validation.
- Designed Power BI analytical applications with configurable assumptions, employee-level calculations, transition adjustments and total-cost outcomes. Applied salary-structure analysis, increment simulations, compa-ratio and range-penetration logic to support management review and sign-off.

ENEC Operations | Systems Specialist

May 2018 - Present | Continued

PEOPLE ANALYTICS AND WORKFORCE PLANNING

Management dashboards and decision support

- Designed, built and maintained Power BI dashboards for payroll costs, compensation equity, overtime, allowances, receivables and year-to-date analysis. Defined KPI calculations, aggregation and period logic, with drilldowns from enterprise indicators to divisions, jobs, grades and employee records.
- Delivered more than 200 business reports between April 2020 and early 2021. Built analysis of attendance, absence, mission cost, cases and financial exceptions; partnered with BI specialists to convert prototypes into governed enterprise dashboards.
- Defined and reported staffing, budget variance, attrition, nationalisation, diversity, recruitment time-to-fill and service-turnaround measures. Delivered daily, recurring and ad-hoc analysis, including recognition trends by award type and division for budget planning and procedure reviews.
- Produced reports using SAP Ad Hoc Query, SuccessFactors Report Center, Story Reporting, Canvas Reporting and SAP Analytics Cloud self-service tools. Authored dashboard specifications for SAP BW and SAC, coordinating data accuracy, interface testing and reporting readiness.

Workforce planning solution design and vendor evaluation

- Led business solution design and vendor evaluation for Agentnoon, translating workforce-planning needs into planned-position models, headcount approvals, restructuring requirements and position governance. Progressed RFI/RFP evaluation, scope, sign-off and contracting readiness.
- Defined workforce costing logic, scenario snapshots, comparison requirements, attribute inheritance and integration boundaries. Converted product gaps into UAT acceptance criteria and vendor enhancement requirements for staffing and budget scenarios.
- Aligned requirements with HR, Finance, Procurement, PMO, enterprise applications and security stakeholders, connecting workforce decisions with financial controls and enterprise integration needs.

Organisation mapping and HR data governance

- Supported the CNO organisation-mapping programme with SAP extracts, Nakisa organisation visualisation, validation tools and daily progress dashboards, contributing to the wider operating-model and Scott Madden work.
- Implemented an SAP Information Steward framework with 100+ data-validation rules, thresholds, exception reporting and scorecards. Aligned HR data-warehouse requirements with consolidation, cleansing and governance; supported logical-access and segregation-of-duties reviews.

WORKFLOW AUTOMATION AND PAYROLL CONTROLS

K2 Rewards and Recognition

- Led business-side design and delivery of the K2 platform, launched enterprise-wide in July 2025 and integrated with SuccessFactors and S/4HANA. Defined award workflows, approval hierarchies and budget controls.
- Coordinated employee-data and financial-posting integration requirements, dashboards, UAT and release readiness. Defined delegation, notifications, role-based access and audit controls; contributed to the Enterprise Recognition Procedure.

Leave encashment and policy implementation

- Drove SAP Employee Self-Service leave-encashment automation, reducing the 2018 exercise from approximately four months to days without additional implementation cost. Specified COIT shift schedules, allowance eligibility, proration and payroll behaviour with HR Operations and IT.

ENEC Operations | Systems Specialist

May 2018 - Present | Continued

APPLIED AI AND HR SERVICE IMPROVEMENT

Payroll reconciliation with Databricks and Genie

- Independently developed an AOR payroll reconciliation capability across 11 payroll and Finance accounts. Automated loading and transformation of uploaded files, employee matching, debit and credit reconciliation, and variance detection.
- Reduced generation of the monthly reconciliation and exception snapshot from approximately 10 working days to 1-2 hours after source-file upload. Built reviewer workflows and validation outputs; human reviewers retained responsibility for investigating and resolving exceptions.

HR Policy Assistant and employee self service

- Originated and implemented the HR Policy Assistant through policy-content preparation, prompt configuration, HR-user testing and iterative refinement with enterprise IT and Presight. Supported expansion from a 50-user pilot to a 500-user rollout.
- Defined policy-only response boundaries and feedback controls. Shaped Databricks migration and re-testing requirements and contributed to the Weyakom virtual-assistant roadmap.

Compensation intelligence and AI solution design

- Completed business and functional requirements for COMPASS compensation intelligence, combining payroll actuals, policy guidance and market context with deterministic calculations, controlled access, traceability and human review.
- Led K2 Case Management requirements and testing for structured intake, evidence, approvals and auditable closure. Designed AI assistance for Case Management and Culture Awards covering summaries, evidence checks and decision support, with accountable human decisions.
- Assessed seven AI initiatives for value, readiness and governance, including SuccessFactors AI and Emiratisation Alignment. Mapped dependencies across K2, Databricks, SAP BW, Power BI and enterprise AI services.

DELIVERY LEADERSHIP AND OPERATIONAL OWNERSHIP

Business analysis and delivery governance

- Coordinated business-side plans, schedules, PMO reporting and risk and issue escalation across Human Capital, enterprise IT, Finance and vendors. Aligned scope, testing and release readiness across interdependent initiatives.
- Developed process maps, HR service catalogues, service-level agreements, business requirements documents and gap analyses. Consolidated the 2026 enhancement roadmap and tracked dependencies, UAT evidence, defect closure and release readiness in HR and IT reviews.

SAP support and payroll change validation

- Provided first-level SAP HCM and SuccessFactors support across HR administration, organisational data, Time and Payroll. Investigated interfaces, workflows and background jobs, including S/4HANA replication, personnel-number and effective-date errors; coordinated fixes with enterprise IT.
- Translated recurring service issues into enhancements and preventive controls. Delivered daily HR reporting, data validation, user guides and training in SAP navigation, HR administration and reporting.
- Supported compensation implementation after the Korn Ferry mapping exercise, including transition allowances and legacy-grade benefits. Supported policy-driven mission-travel and allowance changes through requirements and payroll validation.

EARLIER PROFESSIONAL EXPERIENCE

Dubai Electricity and Water Authority (DEWA)

Business SME - SAP HCM, Time and Travel Management

Dubai, UAE | September 2015 - December 2016

- Supported SAP HCM Time and Travel operations, reporting, data validation and enhancements. Translated user requirements and operational issues into requirements for technical teams.
- Worked with HR and IT to resolve attendance, overtime, travel and reporting issues. Supported payroll and allowance-data validation and alignment of service requirements and SLAs.

MIVB Information Technology

Consultant - HCM Services | Dubai, UAE | December 2014 - June 2015

- Provided SAP HCM reporting support across employee records, payroll, staffing and organisational structures. Investigated reporting issues and delivered end-user training to improve data use and adoption.

ExpertPlug

Freelance SAP ABAP Training Content Creator

Hyderabad, India | September 2012 - October 2012

- Created Module Pool Programming and Batch Data Communication training content, translating SAP ABAP concepts into learning materials.

TECHNOLOGY AND DELIVERY CAPABILITIES

HCM and operations: SAP SuccessFactors Employee Central and Compensation; SAP HCM; S/4HANA Payroll and Time; K2 workflows; Agentnoon; Nakisa.
Analytics and data: Power BI; SuccessFactors Report Center, Story and Canvas Reporting; SAP Ad Hoc Query; SAP Analytics Cloud; SAP BW requirements; SAP Information Steward; Databricks Genie.
Delivery: Requirements and process design; RFI/RFP evaluation; UAT; defect management; migration validation; stakeholder coordination; training and change adoption.

EDUCATION AND CERTIFICATIONS

Bachelor of Technology in Computer Science and Engineering
Jaya Prakash Narayana College of Engineering | 2008 - 2012

People Analytics Certificate Program | AIHR | Completed September 2026
SAP Certified Development Associate - NetWeaver 7.31
Lean Six Sigma Yellow Belt

Professional development: Agile Project Leadership; Project Management - Silver Level; Data Quality Management; Microsoft Power BI; SAP HCM Principles and Programming Guidelines; SuccessFactors HXM; Business Processes in HCM Payroll for S/4HANA.

AWARDS AND RECOGNITION

- Corporate Award, December 2022: Business Lead, Human Capital Operations, during the OneERP transition.
- Spot Awards: K2 Rewards and Recognition implementation (July 2025); Human Capital Policy Rollout (June 2025); Korn Ferry compensation implementation during payroll migration (August 2022); critical payroll support (April 2022); SAP leave-encashment automation (May 2019); SAP HR operational support and critical system updates (October 2018).

Languages: English, Urdu, Hindi and Telugu; Arabic basic.