**Muthukumaresan**

**469 436 3510**

**sdhandapani@selsoftinc.com**

**PROFILE SUMMARY**

* Overall **17+ years of experience** in the **IT Consulting & IT Services industry as an Oracle Certified Oracle Fusion HCM Cloud Functional Consultant and Tester (4+ years experience), PeopleSoft HCM Functional Consultant and Tester (12+ years)**
* Hands-on **Consulting and Business System Analysis/Project Management experience** in web & mobile applications
* Excellence in **Oracle Fusion HCM Core HR, Compensation, Oracle Time and Labour, Payroll, Absence, Oracle Recruiting modules** along with proficiency in **PeopleSoft HCM Core HR, Compensation, Benefits, Recruiting and PeopleSoft CRM Help Desk modules for both USA and UK legislations**
* Proven ability in **functional configurations,** **creating test cases, test scripts, test plans, testing strategies, and test closure reports** and leading/executing various **testing cycles** like **functional/system integration/regression/user acceptance testing**
* Demonstrated capability to develop and implement **Oracle HCM, PeopleSoft HCM, and web-mobile applications software products as a product owner/business system analyst** and **trained products services to customers**
* Immense experience in **Agile (Scrum) and Waterfall project management** using the **Jira, HP ALM tool** with a comprehensive understanding of **project lifecycle, product lifecycle, and software lifecycle**
* Collaborated with prominent clients across diverse **sectors** including **Banking, Retail, Manufacturing, Engery and Education**
* Effective leadership with outstanding analytical abilities, problem-solving, decision-making, and interpersonal skills

**CORE COMPETENCIES**

**Business System Analysis**

* Competent in requirement gathering via liaising with the business team through workshops & interviews, identifying gaps, impact analysis, and data analysis. Analyzed and visualized test data using Oracle Reports and Analytics tool
* Altering, updating, and exchanging information on the criteria to ensure that the future state and workflow process scope can be met with high quality
* Developing solutions, doing functional configurations with the technical implementation team and testing suggested systems
* Proficiently using the Jira, Quality Centre, HP ALM tools to test solutions and manage defects
* Executing sprint cycle and UAT release demonstrations. Creating training materials, and guiding end users

**Project Management**

* Successful in managing both fixed price and time & materials contract projects
* Proficient in using Waterfall and Agile processes to deliver small, medium, and large-scale projects
* Effective leadership in project management tasks such as creating requests for proposals, estimating and negotiating to complete financial management, project planning, risk management, stakeholder and vendor management
* Strong communication management to report on project performance and progress, and recommend solutions to client and senior management. Utilized MS Project and Office 365 tools to track project status
* Skilled at cooperating with cross-functional teams to identify and address technological difficulties, implement new products using cutting-edge technologies
* Adept at creating project management documentation, statements of work, project charters, and risk register

**Test Management**

* Coordinated daily test operations with the testing team by managing task allocation to them
* Hands-on experience in developing test cases, test scripts, and test matrix
* Adept at creating and estimating writing testing strategy, test plan and test closure report
* Competence in script execution, recording results, reporting errors, and maintaining test suites
* Monitoring team activity, taking part in weekly status meetings, creating work plan reports, and status reports

**TECHNICAL SKILLS**

|  |  |  |
| --- | --- | --- |
| * Business System Analysis
 | * Requirement Gathering
 | * Project Management
 |
| * Functional Configuration / Fast Formula Customization
 | * Test Strategy Development
 | * Test Management
 |
| * UAT Test Scripts Preparation, Execution and Support
 | * User Stories
 | * Resource Planning
 |
| * Functional/Integration/Performance/Regression Testing
 | * Stakeholder Management
 | * Documentation
 |

**CERTIFICATIONS**

* **PMI-Project Management Professional (PMP), Jan 2023 - Jan 2029**
* **Oracle Global Human Resources Cloud 2022 Certified Implementation Professional, Jan 2023**
* **Oracle Payroll Cloud 2023 Certified Implementation Professional, May 2024**
* **Certified Scrum Product Owner (CSPO), Nov 2022**

**PROFESSIONAL EXPERIENCE**

**Oracle Consultant at Appsolve Limited | Jul 2023 – March 2024**

|  |  |
| --- | --- |
| **Project** | **Oracle Cloud Fusion HCM – USA, Germany, Netherlands, ITALY Legislations implementation that includes Core HR, Payroll, Compensation, OTL modules** |
| **Client** | **Inoapps** |
| **Responsibilities** | * Involved in the functional analysis of requirements, functional requirements documents
* Configured Core-HR setups, involved in enterprise structural configurator creation, configured workforce structures
* Performed functional configurations for Core HR, Payroll, Compensation
* Configured Payroll definition, salary basis, elements, balances, payment method and pay frequencies
* Configured Compensation plans, worksheets, alerts and compensation cycle process
* Created the new user role, role assign to verify the employee, manager and hr admin logins as per the requirements
* OTBI reports validataions for HR requirements and integration report validations done for Core HR, Compensation and Payroll process
* Preparing functional and integration test scripts (SigeOre-OTL, Absence-OTL) after analyzing the business requirements and functional specification documents
* In OTL, have verified the employee, manager and admin level submissions
* Efficiently using the HP ALM tool to run test scripts and integrate UAT/integration scenarios and manage the defects
* Collaborating closely with stakeholders to determine release dates, gather requirements, and prioritizations
 |

**Senior Consultant at Skillmine Technology Consulting | Jun 2020 – Oct 2023**

|  |  |
| --- | --- |
| **Project** | **Oracle Cloud Fusion HCM - UK Legislation implementation that includes Core HR, Payroll, Compensation, Absence modules** |
| **Client** | **TESCO, UK** |
| **Responsibilities** | * Have worked for multiple requirements in Fusion HCM Core HR Transactions, Compensation Requirements, Employee Transaction (Me), Manager Transactions (My Team)
* Peforming the payroll requirements from the payroll process including element entries, calculation card entries, salary changes etc.,
* Performed the payroll setup table from calculation cards, manage bank and branch, payroll definitions, element creations etc.,
* OTBI reports validataions for HR requirements and integration report validations done for payroll process
* Preparing UAT functional test scripts based on user stories after analyzing the technical requirements and user stories
* In Reports and Analytics, generated many reports for test data preparation
* Working with the engineering and testing teams to make sure user story sprints are published on time
* Collaborating closely with stakeholders to determine sprint release dates, gather requirements, and prioritizations
* Efficiently using the JIRA tool to manage the defects, run test scripts and integrate UAT/integration scenarios
 |

**Senior Lead Consultant at MyTech Global Private Limited | Nov 2019 - Feb 2020**

|  |  |
| --- | --- |
| **Project** | **Oracle Cloud Fusion HCM support that includes Core HR modules** |
| **Client** | **Oracle SSI, UAE** |
| **Responsibilities** | * Took part in requirements gathering and functional configurations
* Configured Core-HR setups
* Involved in enterprise structural configurator creation
* Configured the workforce structures
* Setup and maintain enterprise and workforce structures
* Loading the data file in fusion application through HCM data loader
* Configured basic steps in payroll
* Executed various testing such as functional, integration, performance, and regression testing
* Proficiency in the creation of test scripts, functional test results, test strategies, and test closure reports
* Utilized JIRA to report bugs and ensure their resolution
 |

**Project Manager at Embitel Technologies | Jul 2019 - Sep 2019**

|  |  |
| --- | --- |
| **Project** | **Human Resource Information System (HRIS) implementation in ERP Oracle Cloud Fusion that includes Core HR and Oracle Recruiting modules** |
| **Client** | **Embitel, UAE** |
| **Responsibilities** | * Directed the technical team and the quality assurance team to offer high-quality products & services
* Created and managed infrastructure architecture processes
* Monitored risks to reduce technical issues, and also created mitigation and backup methods
* Coached, mentored, and planned training & development for teams to meet business requirements
* Collaborated with several technical teams in different locations to swiftly identify solutions to challenging technological issues
 |

**Techno Functional Specialist at Datavail Infotech | Apr 2019 - Jun 2019**

|  |  |
| --- | --- |
| **Project** | **Human Resource Information System (HRIS) implementation in ERP Oracle Cloud Fusion that includes Core HR, Absence and Payroll modules** |
| **Client** | **Datavail, Canada** |
| **Responsibilities** | * Worked on requirements gathering and functional configurations for USA and Canada legislations
* Performed functional, integration, performance, and regression testing
 |

**Lead Consultant at Euclid Innovations Private Limited | Dec 2016 - Feb 2019**

|  |  |
| --- | --- |
| **Project** | **Oracle Cloud Fusion HCM and PeopleSoft HCM implementation that includes Core HR, Payroll modules** |
| **Client** | **Wells Fargo, USA** |
| **Responsibilities** | * Created system test cases, system integration test cases and user acceptance test cases based on use cases, functional design documents, and business requirements documents
* Validated New Hire, Leaves, Transfers (Internal and Global), Promotions, Terminations scenarios and its approvals for the data transferred from PeopleSoft to Oracle Cloud
* Generated OTBI reports to analyse and validate PeopleSoft data is migrated to Oracle Cloud instance
* Supported UAT and participated in various testing like functional, regression, integrated testing, and defect resolution
* Frequently updated the technical engineering team and stakeholders on project progress
 |

**PREVIOUS PROJECTS**

**Project Manager at GNTS Technologies | Jul 2013 - Nov 2016**

|  |  |
| --- | --- |
| **Project** | Custom ERP implementation, Web and Mobile applications in Core Java, PHP, .NET, API, Android and iOS technologies |
| **Client** | SAARC Cases, SAV3, MechSoft, ARIES group |

**Senior Consultant at Capgemini | Aug 2010 - Jun 2013**

|  |  |
| --- | --- |
| **Project** | PeopleSoft HCM/CRM implementation that includes Core HR modules, inbound and outbound interfaces |
| **Client** | Royal Bank Scotland, UK |

**Product Specialist at Scope International | Mar 2008 - Jul 2010**

|  |  |
| --- | --- |
| **Project** | PeopleSoft HCM implementation that includes Core HR, Benefits, Payroll, Recruiting modules and inbound-outbound interfaces |
| **Client** | Standard Chartered Bank, UK |

**Project Lead at ADP | Aug 2006 - Feb 2008**

|  |  |
| --- | --- |
| **Project** | Human Resource Information System (HRIS) implementation in PeopleSoft HRMS, SQR, SQL |
| **Client** | ADP, USA |

**Associate at Covansys | Dec 2003 - Jul 2006**

|  |  |
| --- | --- |
| **Project** | PeopleSoft HCM implementation in PeopleSoft HRMS, People Tools 8.12, People Code, SQR 6.1, Oracle 8.1.7 |
| **Client** | Hewitt Associates, USA |

**EDUCATION**

* Ph.D. in Computer Science and Engineering from St Peter's Institute of Higher Education and Research, India - 2022
* Master of Technology in Computer Science and Engineering from PRIST University, India - 2010
* Masters in Computer Application from Bharathidasan University, India - 2000
* Bachelor of Science in Physics from Madurai Kamaraj University, India - 1997