**Vineela**

**Oracle Cloud HCM Lead Consultant**

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**SUMMARY:**

* Having Overall 11+ years of Oracle EBS/Cloud HCM SAAS experience in ability to configure Global HR, Payroll, Absence Management, Talent Management, Compensation, assigning duties to users, adding new approvals on transactions and integrating with Oracle HCM Cloud, HDL loaders for HCM components with Data Extracts, Data Loading, Data Exchange, Integrations and OTBI and BIP Reports.
* Expertise in Data Conversions in HCM Modules and Moving from Application Design to Production Deployment and Deploying an application to Managed Servers.
* Experience with multiple oracle reporting tools – BIP, OTBI – creating reports, analyses, and dashboards and writing complex SQL queries.
* Proven experience in Oracle Cloud integration/Data Conversions using HDL, APIs, REST/SOAP Web Services, ADFDI, web services, etc., including knowledge of SaaS-PaaS integrations, hybrid integration approaches with on-premises applications, and supporting middleware technologies.
* Proficient in the use of Oracle Cloud standard tools for migration of HCM and ERP data HCM Data loader, Spreadsheet Loaders, Payroll Batch Loaders, ADI Integration Tools.
* Good Experience in Oracle Cloud standard tools for integrations within ERP and HCM BI Publisher, HCM Extract, Oracle Atom and Rest Feeds.
* Worked on complete two life cycles of project implementation and maintenance of Oracle EBS/Cloud SAAS HCM applications: Oracle HCM, Oracle Payroll, OTL, and Workforce Compensation. Worked extensively in gathering business requirements, design and development of data conversion programs, interfaces, enhancements, application customization and reports development, writing functional, technical specifications and design documents as per AIM/OUM standards, analysis, design and development of process flows, data flows.
* Excellent Leadership, Communication, Interpersonal, Analytical, Management and Administration skills.

**SPECIALITY SKILLS:**

* Business Analysis, Operations Analysis, Requirement Gathering, GAP Analysis, Technical Specification, Data Mapping, Solution Design, Data Migration, Interfaces, Integrations, Technical Design, Functional Design documentation, HCM Cloud Data extracts, Data Exchange, Integrations between Oracle HCM and external/legacy systems. Production Support, System Maintenance Services (SMS). UAT Testing, Application Tools configuration, Organize and conduct meeting with stake holders, Manager and Project administration. Managing HCM Cloud HDL, HCM Extracts, OTBI, BIP and EIS Reports, System Configuration, Oracle HRMS Year End Process.

**EDUCATION & TRAINING**

* Bachelor of Technology, JNTU- India.

**FUNCTIONAL SKILLS:**

**Oracle HCM Cloud Modules**

* Oracle Fusion Payroll
* Oracle Fusion Global HR
* Oracle Fusion Time and Labor
* Oracle Fusion Benefits
* Oracle Fusion Compensation

TECHNICAL SKILLS:

* Oracle OTBI and BIP Reports
* Fast Formulas
* Oracle SQL
* HDL (HCM Data Loader)
* PBL (Payroll Batch Loader)

**EXEPERIENCE:**

**Client: DENSO**

**Location: Southfield, MI**

**Period: Jul’21- Till Date**

**Environment: Oracle Cloud Fusion HCM (Global HR, Payroll, Talent Management, Compensation Management, Absence Management, Time and Labor HCM Extracts, HCM Connect, Fast Formulas, BI Publisher, OTBI, HCM Extracts, REST/SOAP API’s, HDL.**

**Role: Oracle Cloud HCM Lead Consultant**

**Responsibilities:**

* Involved in validating functional workbooks for Global HR, Compensation, Goal and performance management.
* Configured end to end HR system which includes LE, LDG, Business Units and all work structure objects.
* Performed gap analysis between business requirements and Fusion modules HR, Payroll, OTL, Performance Management, Compensation and Benefits functionality.
* Loading the data file into Fusion Application through HCM Data loader and Configuration HCM Data Loader in Fusion Applications.
* Work with business to ensure requirements are finalized, perform prototype review and train them on Functionality.
* Involved in developing/reviewing Data Conversions, Data Mapping, Data Extraction and Open interfaces related to HCM modules.
* Worked on HDL Data Conversions for Payroll, Global HR and Benefits modules.
* Preparation of custom security job roles for restricted features.
* Creation of Custom Security for Oracle HCM Cloud which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles and Duty Roles.
* Set up and Maintain Enterprise structure and Workforce structures.
* Created various test scenarios for testing fast formula calculations on employee and employer contributions.
* Implemented Global HR, Absence Management, Talent Management with Goal and Profile Management, Compensation Management, Benefits Management Employee Self Service, Manager Self Service, Security Administration, Workflows & approvals, Reports & Analytics, Email Alerts/Notifications, Application Customization and Data Migration, etc.
* As part of OTL Module, Supporting all types of time entry (punch, duration, exception, and positive) for employees and contingent workforce.
* Visually create different types of timecards for different user needs.
* Involved in customizing dashboards related to time and labor.
* Experience in automating the employee attendance policy enforcement, creating custom integrations that streamline flow of data between timekeeping, payroll, and HR.
* Worked on integration of PeopleSoft Payroll with Fusion HCM and conversion process.
* Development and fixing inbound and outbound interface process ongoing issues
* Worked on fixing defects and enhancements on existing inbound/outbound interface programs.
* Contributions, earnings, deductions report and registered with EIS reporting portal.
* Created assignment sets and batch headers and lines to test employee deductions and employer tax withholding on W2’s.
* Debugging interface programs on errors while importing batch files from external systems and uploading into Oracle.
* Fixing ongoing Payroll Process issues such as refunds, balance adjustment with new element set ups, creating element links with appropriate payrolls and adding costing combinations.
* Business Analysis, Design and Development of custom reports.

**Client: Learning Care Group**

**Location: Novi, MI**

**Period: Jan’19- Jun’21**

**Environment: Oracle Cloud Fusion HCM (Global HR, Payroll, Talent Management, Compensation Management, Absence Management, Time and Labor, HCM Extract, HCM Connect, Fast Formulas, BI Publisher, OTBI, HCM Extracts, HDL.**

**Role: Oracle Cloud HCM Lead Consultant**

**Responsibilities:**

* Worked as Lead consultant to extract Oracle HR/Payroll set up and employee data for HCM Cloud Application.
* Worked on HDL and ADF DI templates for data conversions and Integrations for HCM modules.
* Worked on developing custom OTBI/BIP reports for HR modules as per user requirements.
* Interacted with end users and translated their requirements into documents that catered the logic for implementing user requirements.
* Designed BI Intelligent Dashboards for different user groups to view updated KPIs
* Developed various BI reports as per the requirements for user interface design like Drill Down, Pivot, Break down Reports, Narrative and Nested reports in Answers.
* Worked on data mapping master document between Oracle HR/Payroll, OAB and HCM Cloud application.
* Created XML data output files from Oracle HCM system including work structures, employee HR, and Payroll and benefits data for HCM Cloud application implementation.
* Worked on integration of PeopleSoft Payroll with Fusion HCM and data conversion process.
* Data Loading/Conversions/Integrations using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info and Talent Management Data.
* Migrated Worker and payroll data using FBL, HDL and payroll batch loader (PBL).
* Developed HCM Extracts from Global HR to Payroll Vendors through Payroll Interfaces.
* Fixing live and pending user production issues for Oracle HR/Payroll system.
* Set up new elements and editing, compiling fast formulas.
* Business Analysis, Design and Development of Oracle custom interfaces with Fidelity for retirement benefits.
* Worked on Fusion HCM Modules and involved end-to-end requirements gathering, Fit-gap analysis and configuring the system as per the client's requirements and conducted the multiple workshops to explain the functionalities of Fusion and trained them to make comfortable to use the system for daily needs.
* Used Oracle Fusion Functional Setup Manager (FSM) to perform various tasks.
* Managed Enterprise HCM information and Legal Entity HCM information
* Involved in setting up the workforce structure and also worked manager and employee hierarchy for approvals at BPM.
* Work closely with client in Identifying and addressing client's additional requirements when compared to their existing system.
* Tested all the task and business process flows related to Payroll, Global HR and Talent Management.
* Involved in End-to-End testing of Global HR, Payroll and Talent Management.
* Prepared the configuration workbooks and validated the same with clients in terms of design and data of the new Fusion Cloud Application.
* Debugging and fixing costing combinations errors while transferring into GL.
* Fixing User Access Issues – Oracle HCM Application
* Worked on inbound and outbound interfaces and integrations with third party vendors.
* Fixing user issues, enhancements, developing new interfaces and debugging and modifying existing interface programs as per the requirement changes.
* Actively interacting with business/functional team and working on employee balance reports.

**Client: Macy’s**

**Location: New York, NY**

**Period: Jan’17 – Dec’18**

**Environment: Oracle e-Business Suite R12 HR/Payroll, OAB, Self Service HR, OTL,**

**Oracle Database: 11g, SQL \*PLUS, PL/SQL, BI Publisher.**

**Role:** **Oracle EBS HRMS Technical Developer**

**Responsibilities:**

* Designing and Developing Data Migration programs calling API’s (employees, assignments, jobs, grades, positions, elements, costing and taxes) from legacy systems to Oracle e-Business Suite, HRMS and Payroll system.
* Writing routine inbound and outbound interfaces to Oracle HR/Payroll and Financial System.
* Developed Outbound Interfaces of Element Entries modules using UTL\_FILE Packages.
* PL/SQL method of submitting Concurrent programs.
* Implement and Customized Inbound Interfaces to import the employee's data from Legacy to Oracle applications HRMS base tables.
* Writing API scripts to load legacy system conversion data into Oracle Applications.
* PL/SQL method of submitting Concurrent programs. Implement and Customized Inbound Interfaces to import the employee’s data from Legacy to Oracle applications HRMS base tables.
* Developed Interfaces and Conversions data using SQL\* Loader.
* Involved in gathering business requirements and writing functional, technical specifications.
* Writing Business Requirement (BR), Functional (MD60) and technical design (MD70) documents as per AIM methodology.
* Production support and User Access Issues – Oracle HRMS Application & Workforce
* Worked on Customization and personalization employee pay stub with Oracle Self Service HR application.
* Processing and reconciling Year End Process reports and adjusting employee balances.
* Submitting & uploading Year End employer and employee tax balance reports to federal, state, social security and local government taxation departments.
* Extensive experience in developing and customizing Oracle ERP applications.
* Creating, adding new logic, debugging and compiling Materialized and Standard Views.
* Designing, developing and troubleshooting inbound and outbound interfaces to Oracle HR/Payroll and Financials.
* Successfully completed Mapping, Designing, Coding and Testing data conversion programs to convert the HRMS legacy data such as Jobs, Positions, Grades, Assignments, Costing, Salary, Pay Methods, Taxes, Elements and Terminations into Oracle HR/Payroll system.
* Providing reports to HRs regarding the existing employee data from database tables by creation of concurrent requests in oracle apps.
* Provided continuous support and ticket handling for related issues from employees.
* Involved in migration of this app into a different team.
* Successfully completed printing single and multiple employee W2s and dispatching them as per the Federal and State governmental mandatory dates.

**Client: Amaron Batteries**

**Location: Capgemini, India**

**Period: Jun’13 – Sep ‘16**

**Environment: Oracle HRMS R12, Oracle HR/Payroll, SSHR, OTL and Financials, AP, AR and Project Accounting, ORACLE 10g, Developer (6i).**

**Role:** **Oracle ERP HRMS Developer**

**Responsibilities:**

* Worked as Oracle HR/Payroll Consultant for writing Data conversion programs for Employee, jobs, positions, grades, assignments, Elements and balances from legacy to Oracle HR/Payroll system.
* Worked on maintenance of the Core HR, PAYROLL, Financials, SSHR, iRecruitment, OTL.
* Implemented the HRMS Module as an Enhancement and the complete setup of payroll structure.
* Worked on the customization of the look and feel of the JSP pages as per the client’s requirements.
* Extensively used PL/SQL Packages, Stored procedures, Triggers and tuned them for performance considerations.
* Confidential Designed and edited PL SQL packages.
* Involve in validating the existing Key Flex fields and Descriptive Flex fields.
* Created Business Group, Organizations and Organization Hierarchy.
* Coordinated with the financials team for the HRMS to work for the financials.
* Implemented Oracle HRMS Budgets given custom solutions.
* Worked on Approval Flows for SIT’s.
* Involve in validating the existing Key Flex fields and Descriptive Flex fields.
* Created Business Group, Organizations and Organization Hierarchy.
* Involved in creation of Person Types, Assignment Statuses, Special Information Types and Extra Information Types.
* Written and implemented skip rule for Bonus element for a group of employees.
* As per the requirement customized the form-by-Form Personalization.
* Worked with HRMS business user to resolve their daily transactional issue
* Worked on Retro Pay by element for back dated Payments.
* Organizing user meeting with middle and higher-level management for solving technical and functional issues between Oracle HRMS and Financial systems.
* Added new functionality to existing custom PL/SQL programs in HR and Financial system as per the new requirements.