

REDDY CHANDU

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PROFILE

Oracle HCM Functional Trainee with hands-on training in **Oracle Fusion Cloud HCM**, covering **Core HR**, **Absence Management** and **Talent Management**. Gained practical exposure to **Hire-to-Retire business** processes, enterprise and workforce structure setups and employee lifecycle transactions during the training. Familiar with basic **data loading using HDL and HSDL** and creating basic OTBI reports for workforce analysis. I understand HR business processes and how they work within **Oracle HCM system configurations**. Seeking an entry-level opportunity to **support Oracle HCM implementation activities**, assist in **functional setups** and contribute to testing and user support within a project team.

TECHNICAL TOOL KIT

- **Oracle HCM Modules:** Global Human Resources, Absence Management, Talent Management, Workforce Structures (LE, LDG, BU, Dept, Job, Position).
- **Data & Reporting:** HCM Data Loader (HDL), Spreadsheet Data Loader (HSDL), OTBI Report Creation, BI Publisher (Overview), HCM Extracts (Conceptual).
- **System Configuration:** Approval Rules (BPM), Descriptive & Extensible Flex-Fields (DFF/EFF), Redwood Enabling, Lookups, Value Sets, User Defined Tables (UDT).
- **Security & Functional:** Security Console (Roles, Data Roles, Privileges), Person & Assignment Management, Work Schedules, Hire-to-Retire Process Flow.
- **General Tools:** Microsoft Office Suite (Advanced Excel for data mapping, Word, PowerPoint).

PROJECTS

Oracle Fusion Cloud HCM – Functional Training Project | Sreenidhi Software Services

- **Enterprise Architecture:** Practiced end-to-end configuration of Enterprise and **Workforce Structures**, including Legal Entities (LE), **Business Units (BU)**, Departments, Jobs and Positions within a training environment.
- **Core HR Transactions:** Simulated full employee lifecycle events, including the "Hire an Employee" flow, Transfer and Promotion processes to understand standard system workflows.
- **Absence & Talent:** Worked on configuring **Absence Types**, **Absence Plans** and **basic Eligibility Rules** gained exposure to **Goal and Performance** template setups based on training case studies.
- **Data Migration:** Performed sample data uploads for workers using **HDL and HSDL**, focusing on data mapping and fixing errors in a training setting.
- **Reporting & Analytics:** Created basic OTBI reports to track employee headcount and assignment data.
- **Security Administration:** Explored Role-Based Access Control (RBAC) concepts, including Job Roles, Data Roles and **Security Profiles** within the **Security Console**.
- **Documentation & Testing:** Assisted in writing configuration notes and basic functional documents during training exercises.

EDUCATION

Bachelor of Technology (B.Tech) in ECE | **2020 – 2024**

Siddharth Institute of Engineering and Technology | CGPA: 8.3/10

TRAININGS/ CERTIFICATIONS

- **Oracle HCM Cloud Functional Suite** | Sreenidhi Software Services (**2025**)
- **Oracle Fusion Cloud Applications HCM Process Essentials Certified** – Rel 1 (1Z0-1162-1)
- **Python Full Stack Development** | PySpiders (**2024–2025**)