A silver and orange award

Description automatically generatedA close-up of a sign

Description automatically generated **Joji Jeevan Kumar Dasari**

**Contact Number: 737-298-5019**

**Gmail Id:** [**jkumard423@gmail.com**](mailto:jkumard423@gmail.com)

**Master’s Tennessee Tech University 2022 IT**

**Bachelor’s Vignan University 2016 CSE**

**Professional Summary ORACLE SCM and EBS Consultant**

* Business Professional with over 8 years of experience in Business Analysis, and functional.
* Adept in the design, development, implementation, and customization of business applications using Oracle Applications.
* Proficient in SDLC, with extensive experience in Oracle EBS modules, PL/SQL, various development tools, and project lifecycle management.
* Excellent communication skills, ability to learn new technologies quickly, and strong team player.
* Design, Development, Implementation, and Customization of business applications using Oracle Applications.
* Proficient in Software development life cycle (SDLC) including analysis, design, and implementation of software applications.
* Experience in Application Object Library (AOL) for registration of concurrent programs, Request Sets, Interfaces, Forms, Reports, Value Sets, Profiles, Custom Menus, and responsibilities etc.,
* Experience in PL/SQL Oracle Database and RDBMS Concepts Procedures, Functions, Packages, and Database Triggers.
* Experience in various development tools like SQL Developer, SQL\*Loader, TOAD, FileZilla, WINSCP, PUTTY.
* Implemented role-based access control (RBAC) and security policies within Oracle SCM to ensure data protection and compliance.
* Managed patching and upgrading of Oracle WMS and SCM modules to maintain system stability and leverage new features.
* Good working knowledge of Oracle core financial, Supply Chain, and Manufacturing modules along with exposure to order-to-cash (O2C) and Procure (P2P) cycles.
* Hands-on experience in designing, developing, and testing various RICEW (Oracle Reports, Forms, Interfaces, Conversions, Extensions, and Workflows) components as per Oracle standards.
* Good Exposure to Oracle Application implementation methodology
* Successfully delivered smart implementation project which includes prepaid, post-paid, and net metering customers as well.
* Hands-on experience in developing interfaces, report generation, and data migration.
* Experience in procure to pay(p2p) and order to cash (o2c) cycle.
* Experience in the development of inbound interfaces to integrate Oracle applications modules to import data from various sources into Oracle applications using SQL\*loader, plsql.
* Adept at all stages of the project lifecycle, from business requirements and technical definitions to development, testing, user acceptance testing (UAT), production support, and completion.
* Ability to learn and adapt to new technologies, a good team player in dynamic workgroup environments, and self-motivated to work independently with excellent communication skills.

**TECHNICAL SKILLS**

|  |  |
| --- | --- |
| Category | Skills |
| Oracle Applications | E-Business Suite - Oracle R12 (12.2.9/12.2.5/12.2.4/12.1.3), AP, AR, FA, GL, INV, OM, PO, Projects, Service Contracts, CCB, HCM, BOM, WIP, RMB (2.3/2.6) |
| Languages | SQL, PL/SQL, UNIX |
| Oracle Development Tools | TOAD, SQL Developer, Putty, WinSCP, File Zilla, SQL\*PLUS |
| GUI Tools | Oracle Reports 10g, Oracle Forms 10g, XML(BI) Publisher, Workflow Builder, Discoverer, OBIEE 11g, Noetix |
| Operating Systems | UNIX, Windows 10/8/7 |
| Databases Tools | Oracle 12c, 11g, MS Access |
| Version Control Software | Subversion (SVN), GitLab |
| Ticketing Systems | HEAT, RHE Solution, JIRA, FootPrints, Service Now |
| Other Tools | Microsoft Office, RPA UiPath |

**PROFESSIONAL EXPERIENCE**

**Schreiber Foods July 2023– Current**

**Sr. Oracle EBS and SCM Engineer:**

**Roles and Responsibilities:**

* Customized Oracle Cloud procurement templates and communication formats to align with organizational branding and regulatory requirements.
* Hands-on expertise in EBS Costing with a focus on Average Costing methodology, ensuring accurate cost management and financial reporting within the organization.
* Extensive experience with Oracle E-Business Suite (EBS) 12.2.x, specifically in EBS 12.2.11, implementing, configuring, and supporting modules to meet complex business requirements.
* Proficient in Inventory Management and Purchasing (PO) modules, delivering end-to-end solutions that enhance inventory control, procurement efficiency, and overall supply chain management.
* Strong capability in Cost Management processes, including average costing setups, cost updates, and cost variance analysis, to optimize financial performance and inventory valuation.
* Adept at integrating Costing with Inventory and Purchasing modules to streamline operations and improve data accuracy across the supply chain.
* Expert in configuring and managing Absence Management within Oracle EBS, including setup of absence plans, accrual formulas, and leave policies tailored to organizational requirements.
* Proficient in designing and implementing Absence Types and absence elements, ensuring accurate tracking and reporting of employee leave balances.
* Experienced in integrating Absence Management with Oracle Payroll, automating the calculation of leave balances and ensuring compliance with labor laws and company policies.
* Advanced skills in Absence Management Reporting, utilizing Oracle BI and custom SQL queries to generate detailed leave reports and dashboards for HR and management.
* Hands-on experience in implementing Absence Management across multiple legal entities, supporting global HR operations with localized absence rules and policies.
* Proficient in troubleshooting Absence Management issues, using diagnostic tools to resolve discrepancies in accruals, balances, and leave processing.
* Implemented and optimized Oracle Warehouse Management System (WMS) module to streamline warehouse operations and improve efficiency.
* Implemented and customized Oracle EBS R12 Order Management module to streamline order processing workflows.
* Deep knowledge of Costing Methods in EBS, including Layer Costing and Periodic Average Costing, optimizing cost control and financial accuracy across the enterprise.
* Expert in EBS 12.2.x Costing Module, with hands-on experience in configuring and troubleshooting Cost Accounting setups and processes to align with organizational financial goals.
* Specialized in Inventory Valuation techniques, including FIFO, LIFO, and Standard Costing, ensuring compliance with corporate accounting policies and standards.
* Extensive experience in configuring and managing Oracle Time and Labor (OTL), including timecard layouts, approval workflows, and integration with Payroll.
* Skilled in developing and implementing custom OTL rules to manage complex timekeeping requirements, including shift differentials, overtime, and flexible work arrangements.
* Expert in configuring OTL for multiple business groups, supporting varied time management policies and ensuring accurate time capture across the organization.
* Proficient in integrating OTL with other Oracle modules, such as Project Accounting, Payroll, and Human Resources, ensuring seamless data flow and accurate payroll processing.
* Advanced skills in OTL reporting and analytics, creating custom reports and dashboards to monitor timecard submissions, approvals, and labor costs.
* Experienced in troubleshooting OTL issues, including timecard discrepancies, approval workflow errors, and data integration problems, ensuring smooth operation and timely resolution.
* Experienced in configuring and managing Purchase Orders (POs) within EBS, including automated approval workflows, supplier management, and PO accrual setups to enhance procurement efficiency.
* Proven track record in conducting Cost Rollups and Cost Reconciliations, ensuring accurate cost allocations across inventory items and mitigating variances through detailed analysis.
* Hands-on experience with Cost Accounting for complex supply chains, integrating with Subledger Accounting (SLA) and General Ledger (GL) for seamless financial reporting.
* Advanced skills in Costing and Inventory Reporting, utilizing Oracle BI tools and custom SQL queries to generate detailed cost and inventory reports for management decision-making.
* Expertise in EBS Inventory Organizations and Costing Hierarchies, configuring and managing multiple inventory orgs with distinct costing methods and requirements.
* Proficient in managing Cost Adjustments and Cost Updates within the EBS environment, ensuring alignment with inventory levels and financial reporting standards.
* Strong experience in performing Costing and Inventory data migrations during EBS upgrades or implementations, ensuring data integrity and continuity of operations.
* Configured Advanced Pricing in Oracle EBS to manage complex pricing rules and discount structures.
* Provided end-user training and support for Oracle Order Management, enhancing user adoption and proficiency.
* Expert in Oracle SCM modules, including Order Management (OM), Purchasing (PO), Inventory (INV), Manufacturing (MFG), and Planning.
* Led the implementation and rollout of Oracle Fusion Planning and Manufacturing modules.
* Configured Oracle Fusion P2P modules, including Procurement, Inventory Management, and Manufacturing.
* Demonstrated expertise in Oracle Product Information Management (PIM) and Inventory Management.
* Developed and configured Demand Management and Supply Planning processes within Oracle Fusion.
* Applied knowledge of Plan to Produce (P2P) process tailored for the heavy equipment manufacturing industry.
* Leveraged experience in Oracle Discrete Manufacturing for seamless integration with Oracle SCM modules.
* Conducted testing and validation of Oracle Fusion systems and related processes.
* Delivered user training on Oracle Fusion P2P solutions, both custom and standard.
* Executed milestone testing, including System Integration Testing (SIT) and User Acceptance Testing (UAT), ensuring system reliability and performance.
* Independently managed client business discussions and testing during critical phases such as Cutover, Conversions, Go-Live, and Production Support.
* Developed and maintained custom scripts using SQL and PL/SQL to automate routine tasks and enhance system functionality.
* Troubleshot and resolved technical issues related to Oracle SCM ensuring minimal disruption to business operations.
* Implemented and managed integrations between Oracle SCM and other enterprise systems using Oracle Integration Cloud.
* Monitored system performance and tuned Oracle SCM applications to ensure optimal operation and response times.
* Performed data migration and conversion tasks, ensuring accurate and seamless transfer of data into Oracle SCM modules.
* Implemented and configured Oracle EBS Procurement module to streamline purchasing processes and improve procurement efficiency.
* Configured Oracle iProcurement for self-service requisitioning and supplier collaboration.
* Developed custom reports and dashboards for procurement analytics using Oracle BI tools.
* Managed supplier relationships and configured Supplier Lifecycle Management (SLM) within Oracle Procurement.
* Automated purchase order creation and approval workflows using Oracle Workflow Builder.
* Provided functional support for Oracle SCM modules, addressing user inquiries and resolving issues related to system functionality.
* Managed Oracle WMS data migration, including data mapping, extraction, transformation, and loading (ETL) processes to ensure an accurate and seamless transition.
* Configured approval hierarchies and workflows within Oracle SCM to ensure compliance with business policies.
* Developed custom SCM interfaces and integration points using APIs and middleware to ensure seamless data flow between SCM and other enterprise systems.
* Conducted detailed gap analysis and fit-gap sessions to identify and address discrepancies between current supply chain processes and SCM capabilities.
* Developed and executed comprehensive test plans, including functional, integration, and user acceptance testing (UAT), to ensure SCM system reliability and performance.
* Led end-to-end Oracle SCM implementations, optimizing demand planning, procurement, manufacturing, inventory management, and logistics.
* Led cross-functional teams in the implementation and enhancement of Oracle EBS R12 modules.
* Conducted system testing, including System Integration Testing (SIT) and User Acceptance Testing (UAT), to ensure solution quality and reliability.
* Provided ongoing production support and troubleshooting for Oracle EBS R12 modules, ensuring minimal downtime and optimal performance.
* Stayed updated with the latest Oracle EBS releases and features to recommend and implement system improvements.
* Designed and configured Oracle SCM Cloud modules, including Procurement, Inventory, Order Management, and Product Hub, to streamline supply chain operations.
* Developed and deployed Oracle Advanced Supply Chain Planning (SCM) solutions to enhance forecasting accuracy and production scheduling.
* Configured and customized Oracle WMS module to align with specific business processes and requirements.
* Developed and maintained Oracle PL/SQL scripts to automate complex business processes within the SCM modules.

**Environment: Oracle HCM, Oracle WMS, Oracle SCM, Maintenance Objects, Zones, Business Entity, Entity Page Maintenance, Portals, XAl, Ul Maps, BPA Scripts, Service Scripts, Plug-in Scripts, Batch Program, Algorithm, JUnit, Business Component, Change Handler, Hibernate, Java 1.6, Java Script, HTML, XML, Web Services, Eclipse IDE, SoupUl, PL/SQL, Tomcat 6.X, Oracle Developer, Oracle 11G, Windows and UNIX/Linux.**

**Project: Molina Healthcare Aug 2022 – June 2023**

**Oracle SCM and HCM Developer**

**Roles and Responsibilities:**

* Utilized Oracle Cloud's negotiation strategies and templates to standardize and automate the creation and execution of complex sourcing events.
* Conducted training sessions and workshops to upskill users on Oracle Cloud procurement functionalities, ensuring smooth adoption and user proficiency.
* Developed and tested custom interfaces to connect Oracle SCM with external systems, ensuring accurate data flow and process synchronization.
* Collaborated with development teams to design and implement enhancements and customizations within Oracle SCM.
* Designed and developed custom extensions and integrations using Oracle Integration Cloud (OIC) or similar middleware platforms to enhance Oracle HCM Cloud capabilities.
* Conducted performance tuning and optimization for Oracle HCM Cloud applications, including database tuning, query optimization, and application server configuration.
* Led data governance initiatives to establish data quality standards, data lineage, and metadata management practices within Oracle HCM Cloud.
* Identified project dependencies, assessed risks, and implemented mitigation strategies to ensure project continuity and success.
* Demonstrated a strong understanding of the Software Development Life Cycle (SDLC) process to ensure structured project execution.
* Implemented Oracle Advanced Supply Chain Planning (ASCP) to optimize inventory levels and improve supply chain responsiveness.
* Configured and managed Oracle Inventory Costing methods to ensure accurate financial reporting and compliance.
* Utilized Oracle Workflow Builder to automate and streamline approval processes within the SCM modules.
* Managed Oracle WMS mobile applications, ensuring real-time data capture and inventory management.
* Developed and executed test scripts for regression testing to ensure new implementations did not affect existing functionality.
* Collaborated with Oracle support to troubleshoot and resolve technical issues, ensuring minimal disruption to business operations.
* Provided end-user training and support for Oracle WMS and SCM modules, enhancing user adoption and proficiency.
* Supported business clients in understanding requirements and provided recommendations for optimal solution approaches.
* Documented detailed design frameworks, providing clear guidelines for system implementation and customization.
* Managed System Integration Testing (SIT), User Acceptance Testing (UAT), and conducted business training to ensure end-user readiness and system adoption.
* Customized Oracle SCM user interfaces using Oracle Application Framework (OAF) to improve user experience and streamline operations.
* Managed concurrent programs and request sets in Oracle SCM to automate routine tasks and reporting.
* Utilized Oracle Application Express (APEX) to develop lightweight applications for specific supply chain management tasks.
* Implemented and supported Oracle Cloud SCM extensions using Oracle Visual Builder Cloud Service (VBCS).
* Configured advanced supply chain planning (ASCP) within Oracle SCM to optimize inventory levels and production schedules.
* Deployed and managed Oracle SCM applications using Docker and Kubernetes for containerized environments.
* Implemented data security measures such as data masking and encryption within Oracle SCM to protect sensitive information.
* Configured and managed advanced pricing and discounting rules in Oracle SCM to support complex business requirements.
* Utilized Oracle SCM Cloud's machine learning capabilities to predict demand and optimize supply chain planning.
* Configured Oracle SCM Cloud's supply chain orchestration to automate complex supply chain processes and workflows.
* Managed Oracle SCM Cloud's service logistics to support field service operations and parts management.
* Implemented Oracle SCM Cloud's supplier portal to enhance collaboration and communication with suppliers.
* Configured Oracle SCM Cloud's transportation execution to manage and track shipments and logistics activities.
* Implemented and supported Oracle SCM Cloud's advanced fulfillment processes to optimize order-to-cash cycles.
* Developed and managed custom workflows using Oracle BPM Suite to enhance process automation in Oracle SCM.
* Utilized Oracle Integration Cloud's pre-built adapters to connect Oracle SCM with other Oracle and third-party applications.
* Configured and customized ServiceNow modules (Incident Management, Problem Management, Change Management, Asset Management) to align with ITIL best practices and organizational requirements, improving service delivery and operational efficiency.
* Developed and automated ServiceNow workflows to streamline service request handling, incident resolution, and change processes, enhancing workflow automation and reducing resolution times.
* Integrated ServiceNow with external systems to establish a unified IT service management environment, improving data integrity and cross-functional collaboration.
* Customized ServiceNow dashboards and reports to monitor service performance, SLA compliance, and operational metrics, improving visibility and decision-making.
* Managed user roles and access controls in ServiceNow to ensure data security and compliance with organizational policies, maintaining confidentiality and regulatory compliance.
* Utilized ServiceNow scripting capabilities (Business Rules, Client Scripts, UI Policies) to enhance platform functionality and user experience, improving system flexibility and usability.
* Implemented ServiceNow Knowledge Management to centralize and share IT knowledge, promoting self-service and reducing resolution times, enhancing user empowerment and satisfaction.
* Developed custom PL/SQL packages and procedures to extend Oracle SCM functionality according to business needs.
* Provided technical support and guidance to users, helping them troubleshoot and resolve issues related to Oracle SCM modules.
* Developed and maintained technical documentation for system configurations, customizations, and support procedures.
* Assisted with Oracle SCM upgrades and patches, ensuring compatibility and minimal disruption to business processes.
* Configured and maintained data interfaces and EDI transactions between Oracle SCM and trading partners.
* Utilized Oracle Cloud Infrastructure (OCI) to manage and optimize the deployment of Oracle SCM applications.
* Developed and maintained data extraction and reporting solutions using tools like Oracle Business Intelligence (OBIEE), Oracle Analytics Cloud (OAC), or similar BI tools.
* Conducted performance testing and optimization to ensure Oracle SCM modules handle peak loads effectively.
* Managed Oracle SCM environments across development, testing, and production, ensuring consistency and stability.
* Implemented mobile solutions for Oracle HCM Cloud to provide employees and managers with access to HR services and information on-the-go.

**Environment:** **Oracle SCM, Oracle HCM, Oracle OAC, Oracle OIC, Oracle HRIS, HR, Finance, Operations, IT, BI tools, OBIEE reports, Procurement,**

**Alliant Energy, Madison Sep 2018– July 2021**

**Sr. Oracle SCM and EBS Consultant**

**Roles and Responsibilities:**

* Utilized Oracle SCM's blockchain capabilities for enhancing traceability and security in supply chain transactions.
* Conducted load and stress testing on Oracle SCM modules to ensure system reliability under peak usage conditions.
* Developed and managed custom BI Publisher templates for generating complex supply chain reports and documents.
* Skilled in implementing Cost Accounting workflows within EBS, ensuring seamless integration with Accounts Payable (AP) and Accounts Receivable (AR) modules for end-to-end financial tracking.
* Extensive experience in developing and maintaining Cost Accounting setups, including cost elements, cost profiles, and cost types, tailored to specific business requirements.
* Proficient in managing Cost Allocations and Intercompany Cost Transfers across multiple legal entities and business units, ensuring accurate financial consolidation.
* Expert in troubleshooting and resolving Cost Accounting discrepancies, using advanced diagnostic tools and SQL queries to identify and correct issues in cost processing.
* Experienced in automating Cost Accounting processes through custom workflows and Oracle APIs, reducing manual effort and improving process efficiency.
* Experienced in implementing absence carryover rules, ensuring compliance with company policies and legal requirements for unused leave balances.
* Proficient in configuring Absence Eligibility Profiles to manage employee eligibility for various absence plans based on criteria such as job, grade, and length of service.
* Expert in handling complex absence scenarios, such as overlapping leaves, partial-day absences, and retroactive leave adjustments, ensuring accurate processing and reporting.
* Skilled in customizing absence accrual calculations, including pro-rated accruals for part-time employees, mid-year hires, and terminations, aligning with HR policies.
* Experience in performing absence plan audits, ensuring that absence entitlements and usage are accurately tracked and reported in compliance with corporate policies.
* Advanced skills in Inventory Costing analysis, including inventory aging, slow-moving inventory analysis, and inventory revaluation to optimize stock levels and reduce holding costs.
* Proficient in configuring and managing complex Inventory Organization Structures and Cost Structures, supporting multiple warehouses and distribution centers with varying cost methods.
* Hands-on experience with Oracle Cost Management Analyzer for proactive monitoring and troubleshooting of costing issues, improving system performance and reliability.
* Specialized in setting up and managing Costing Rules and Cost Policies in line with corporate financial objectives and compliance requirements.
* Expert in configuring and supporting Landed Cost Management within EBS, ensuring accurate allocation of additional costs, such as freight and duties, to inventory items.
* Led the design and implementation of custom extensions and interfaces between Oracle EBS and other enterprise applications.
* Implemented Oracle E-Business Suite security best practices to ensure data protection and compliance.
* Conducted detailed impact analysis for new Oracle EBS R12 patches and upgrades.
* Developed and maintained documentation for system configurations, customizations, and business process changes.
* Collaborated with auditors to ensure compliance with internal and external audit requirements.
* Mentored junior team members and provided guidance on Oracle EBS best practices and development standards.
* Specialized in configuring OTL for complex work schedules, including rotating shifts, compressed workweeks, and variable hour contracts, to meet diverse workforce needs.
* Hands-on experience with OTL Time Capture methods, including biometric devices, web-based entry, and integration with third-party timekeeping systems.
* Proficient in managing OTL accrual processing, ensuring that time worked is accurately reflected in payroll calculations for various accrual-based benefits.
* Skilled in developing custom OTL validation processes, ensuring timecards meet specific business requirements before approval, reducing errors and rework.
* Expert in configuring and managing OTL Costing for accurate allocation of labor costs to various cost centers, projects, and departments.
* Participated in Oracle User Group forums and conferences to stay updated on the latest features and best practices.
* Implemented disaster recovery strategies and conducted regular DR drills for Oracle EBS environments.
* Implemented and configured Oracle SCM Cloud's demand management module to forecast demand and plan inventory levels effectively.
* Customized Oracle SCM Cloud's user interfaces using Page Composer and Application Composer to meet specific user requirements.
* Utilized Oracle Cloud Infrastructure (OCI) CLI and SDKs for automating and managing Oracle SCM environments.
* Configured order workflows and processing rules to optimize the order-to-cash cycle in Oracle EBS R12.
* Implemented custom order processing logic using Oracle PL/SQL and APIs to meet unique business requirements.
* Implemented Oracle iProcurement to streamline purchasing processes and improve procurement efficiency.
* Configured Oracle Order Management to handle complex order processing workflows and custom pricing rules.
* Participated in Oracle User Group conferences and forums to stay updated on best practices and new features.
* Developed custom Oracle Application Express (APEX) applications to extend the functionality of SCM modules.
* Configured Oracle Procurement Contracts to manage supplier agreements and compliance.
* Implemented Oracle Sourcing to automate and manage the supplier bidding process.
* Developed custom procurement workflows using Oracle Approvals Management Engine (AME).
* Integrated Oracle Procurement with Accounts Payable (AP) for streamlined invoice processing and payment cycles.
* Configured catalog management in Oracle iProcurement for improved purchasing efficiency and accuracy.
* Designed and implemented spend analysis reports to provide insights into procurement activities and opportunities for cost savings.
* Optimized procurement processes through the implementation of Oracle Supplier Portal for enhanced supplier collaboration.
* Managed ServiceNow CMDB to ensure accurate asset and configuration management, supporting IT operations and compliance efforts, improving data accuracy and operational efficiency.
* Integrated Oracle SCM with third-party logistics providers using EDI and API integrations to streamline shipping and delivery processes.
* Managed Oracle SCM Cloud's product information management (PIM) to ensure accurate and consistent product data across the enterprise.
* Configured Oracle SCM Cloud's procurement contracts to automate and manage supplier agreements and terms.
* Developed custom Oracle BI Publisher reports to provide in-depth analytics and insights into supply chain operations.

**Environment: Oracle SPL Customer Care & Billing (CC&B), RMB v2.3, v2.3.1, CC&B SDK, Business Object, Business Service, Maintenance Objects, Zones, Business Entity, Entity Page Maintenance, Portals, XAl, UlMaps, BPA Scripts, Service Scripts, Plug-in Scripts, Batch Program, Algorithm, JUnit, Business Component, Change Handler, Hibernate, Java 1.6, Java Script, HTML, XML, Web Services, Eclipse IDE, soupUl, PL/SQL, Tomcat 6.x, Oracle Developer, Oracle 11G, Windows and UNIX/Linux. TY, Inc, Oak Brook, July 2016– August 2018**

**Oracle HCM/HRIS Developer**

**Roles and Responsibilities:**

* Developed and implemented custom HRIS solutions to meet unique business requirements and improve HR operations.
* Configured HRIS workflows and processes to automate routine HR tasks, enhancing efficiency and reducing manual workload.
* Created and maintained data validation rules within the HRIS to ensure data accuracy and consistency.
* Developed integration scripts and APIs to facilitate seamless data exchange between HRIS and other enterprise applications.
* Customized HRIS dashboards and interfaces to provide user-friendly access to key HR metrics and information.
* Implemented single sign-on (SSO) and multi-factor authentication (MFA) for enhanced HRIS security.
* Developed case types to manage the rate change request workflow.
* Configured the service task to monitor the prepaid customers daily and generate the bill.
* Developed algorithms to send notifications (SMS/email) to customers once the prepaid bill is generated successfully.
* Designed and executed HRIS training programs for HR staff and end-users, improving system adoption and competency.
* Configured HRIS to support global HR operations, including multi-currency and multi-language requirements.
* Implemented and managed HRIS modules for recruitment, onboarding, employee records, and performance management.
* Developed custom reports and queries within HRIS to provide detailed insights and support HR decision-making.
* Utilized HRIS analytics tools to track and analyze workforce trends, turnover rates, and employee engagement metrics.
* Configured rate schedules for the below functionalities:
* Batches to prepare CSV file with billing extract information.
* Developed a screen to enter the customer contact details later the same will be stored in the service point.
* Involved in System testing and integration testing phases.

**Environment: Oracle Cloud ERP, Oracle EBS 12.1.3 (R12.2.X), Oracle Cloud O2C and P2P modules, Oracle Cloud ESS, ASCP, BIP, OTBI, BICC, Demantra, FAW (Financial Reporting), FRS, FBDI, SQL and PL/SQL.**