**Name: Mounika Atluri**

**Summary:**

* 6+ Years of Experience in HR and HR Information Systems and implementation of Oracle EBS HRMS and Cloud HCM Fusion **Techno Functional** applications.
* Expert in identifying business requirements and map them to the Oracle Fusion functionality.
* Experience in Creating HCM Extracts and Delivery Options for Extracts.
* Experience in Creating Reports and Analytic using Fusion HCM BI.
* Strong understanding of Software Development Life Cycle (SDLC). Knowledge of both Agile and Waterfall Software development methodology.
* Expertise in working with the Business Analysts and Functional Consultants to gather requirements for reports, interfaces, extensions and integration.
* Full Life Cycle implementations of Global HR and Talent Modules and support experience for Benefits and Payroll modules.
* Expertise in identifying functionality gaps and builds extensions.
* Experience in developing functional and technical design and documentation for Oracle Applications using data conversions, interfaces, custom reporting.
* Experience in functional and technical consulting services by acting as subject matter expert and leading clients through the entire cloud application services implementation lifecycle for Oracle Fusion projects.
* Handled Fusion HCM Cloud Implementation, HCM Cloud Upgrade/Patch updates, **Techno Functional ,**Cloud Testing, Support & Maintenance.
* Excellent skills in Back-end testing using SQL Queries. Experience interacting with Business Analyst/Leads/Developers to analyse the user requirements, functional specifications and also for missing Functionality.
* Excellent analytical skills, documentation skills, communication skills, presentation skills, strong problem solving skills and a very good team player in both independent and large team environments.
* Excellent experience in Data loading into Fusion HCM using HCM Data Loader Tool which includes the Workforce structure data, Worker data, Work relationships data, and Salary info.
* Experience in managing HR data requests and Assemble, analyse and format data into useable reports.
* Experienced in configuring Workflow routing rules for all Manager Self-services and Employee Self-services.
* Experience in developing HCM interfaces within the modules of HR, Payroll and Benefits.
* Good experience coordinating with Oracle team on SR's and critical issues during the HCMCloud implementation and ongoing Support for quick resolutions.
* Excel in interacting with the project team members responsible for developing reports, interfaces, data conversion programs, and application extensions and be able to lead discussions during business requirement meetings.

**TECHNOLOGY:**

* **Specialization**: Oracle HCM Cloud, Oracle EBS (HRMS)
* **HCM Cloud/Fusion Offerings**: Workforce deployment (Global HR, Global Payroll, Absence Management) Compensation and Security.
* **EBS HRMS Modules**: Core HR, Oracle Payroll, Absence Management, Employee and Manger Self Service, Compensation Work Bench, Approval Management.
* **Others**: MS Office Suite, Taleo, Toad, SQL, PL/SQL, HTML, CSS, API.

**Experience:**

**Client: Caesars Entertainment l (Nov 17 – Till Date)**

**Location: Las Vegas, NV**

**Role: Oracle Fusion HCM Techno Functional Consultant**

**Responsibilities:**

* Involved in client meetings during implementation process and gather the requirements.
* Worked on Enterprise level designs and configurations. Mapped and solved the conversion issues related to the business units, salary basis and workforce structures.
* Involved in extracting data from **EBS** data mapping transformation and data migration through **oracle cloud Techno Functional**.
* Involved in writing interfaces using **HCM** extract and **BI** publisher to move data between oracle cloud and external systems like **ADP**.
* Created eligibility profile, alerts, dynamic calculations, cross references while setting up the compensation plan.
* Setup approvals, Individual compensation plans, Plan Eligibility, Plan Cycles, Compensation Budgets, Compensation components, performance ratings, Workforce compensation approvals and Total Compensation Statements.
* Closely worked with oracle support by raising **HR** and followed up configuration issues and supported bug fixing.
* Ensured that the application meets the business requirements and system goals fulfil end user requirements, and identify and resolve system issues.
* Reported to higher Management on progress and status for all business-related work products and deliverable.
* Responsible for establishing and adhering to the projects communication plan and complying with all reporting requirements.
* Setting up application for **Fusion Benefits** - Open Enrolment which includes Creating of New Benefit plans, new plan Rates, Eligibility profiles, Fast formulas, running batch processes etc.
* Train the users on **core HR**, compensation and talent management.
* Provided end user guides and trained user on **core HR**, compensation and talent management.

**Client: Scientific Games (Dec16 – Nov17)**

**Location: Las Vegas, NV**

**Role: Oracle Fusion HCM Consultant**

**Responsibilities:**

* Use Oracle Fusion Functional Setup manager (FSM) to implement Global HR, **Techno Functional** Payroll, Benefits and Compensation Management.
* Process Analysis & Requirement gathering, Configuring, Testing, Go-Live and Production Support.
* Serves as the compensation workbench analyst for support organization.
* Expertise with Human Capital Management, Benefits, Compensation Workbench applications.
* Consults with customers to determine functional business need, expected outcomes and solutions to deliver expectations.
* Collaborates with oracle development in case of application defects and assist in the creation and delivery of code fixes.
* Maintains personal knowledge of legislative policy applicable to application functionality specifically the affordable care act.
* Communicates with assigned customers to ensure service satisfaction and professional understanding.
* Data Loading/Conversion using HDL/FBL which includes the workforce structure data, worker data, work relationship data, salary info etc.
* Configuring custom workflow routine rules for all manager self-service and employee self-service with help of area responsibilities..
* Ensure that the application meets the business requirements and system goals to fulfil end user requirements, identify and resolve system issues.

**Client: MoneyGram (Oct15 – Dec16)**

**Location: Minneapolis, MN**

**Role: Oracle HRMS Technical Consultant**

**Responsibilities:**

* Worked on upgrade and support of Oracle HRMS, SSHR, PMS modules.
* Configured HRMS, SSHR, Payroll, MSS, PMS Modules, SSHR and MSS Personalization.
* Developed New HR Reports as per the business requirement.
* Worked on the configuration of several new elements, links and Balances.
* Set up and customized Performance Management Templates for Appraisals.
* Worked on different phases like UAT, deployment on production etc.
* Extensively worked on production Support level.
* Worked on New Hire Interface from Taleo System to Oracle HR.
* Developed outbound interfaces to extract the data from base tables to Flat files.
* Creation of value sets in various modules of the application.
* Worked on AME (Approval Management Engine) to set up Approval for SSHR Transactions.
* Fixed the errors for multiple reports in several instances.
* Developed an OTL report to identify missing time cards and approve them using a custom program.
* Set up New Elements, Element Links, and Formula Results.
* Worked on AIM Documentation like MD50, MD70, and MD120.
* Created several fast formulas for HRMS Modules.
* Worked on HRMS Reports and Customizations.

**Client:Gravity Power (Aug13 – Jul15)**

**Location: Chennai, India**

**Role: Functional Consultant**

**Roles & Responsibilities:**

* Mapping the business process with the standard functionality of Oracle Application.
* Worked as functional consultant as part of Oracle HRMS implementation for Oracle Core HR, **Techno Functional** CWB and OAB.
* Gather requirements, questionnaire sign off, MD 50 and MD 120 documentation. Involved in setting up key flex field segments (Job, Grade, People Group, Position, Cost Allocation and Competence).
* Involved in conversion requirements, converting people data, assignment data and salary data.
* Involved in converting history for people, assignment and salary records.
* Analyse high-level gaps.
* Develop end-user training strategy and plan.
* Involved in setups for Distribution Modules as per company’s specific requirement.
* Identify the changes that need to be incorporated in each release and coordinate with change management and release management teams during deployment