**Name: Mounika**

**Summary**

* 6+ years of experience in Oracle Fusion HCM as Techno Functional Consultant, Oracle Fusion HCM Implementation modules like Global HR, Payroll, Benefits, Absence Management, Talent Management and Performance management.
* Hands on experience in Oracle Fusion Global HR, Absence Management, Payroll, Talent Management and Performance Management Modules.
* Experience in Oracle Fusion Application Human Capital Management and implementation knowledge in Oracle Applications R12 & R13.
* Expertise in business Analyst role to understand the HR business needs, requirements and convert them into Oracle HCM product solution and liaison between technical solution team and Business team.
* Strong experience in Fusion HCM Cloud Implementation, HCM Cloud Upgrade, Patch updates, Cloud Testing, Support & Maintenance.
* Experience in Data loading into Oracle Fusion HCM by using HCM Data Loader (HDL) and spreadsheet Loader.
* Hands on experience in implementing Oracle Fusion Talent Management module.
* Exclusive experience with Fusion HCM - Workforce lifecycle, Talent management - End to end Goal management and Performance Management life cycle and Fusion Benefits.
* Handled Fusion HCM Cloud Implementation End to End.
* Experience in Data Extraction Tool like Oracle HCM Extracts, Business Intelligence Publisher reports (BI Publisher) and Analytic & Dashboard using Oracle Transactional Business Intelligence (OTBI)
* Experience in Oracle Fusion HCM - Functional Setup Manager, Enterprise structure configuration, Employment model, Workforce structures.
* Hands on delivery of extensive historical data conversion solution leveraging Oracle File based Loader (FBL) and HCM Data Loader (HDL).
* Good knowledge in OTBI Reports.
* Worked extensively on PL/SQL in developing the queries and on open interfaces in Inventory.
* Experienced in supporting and supervising the functional that support Oracle Fusion HCM to make sure that the HR systems are being supported properly, and functional solutions to resolve issues raised by the system users.
* Use Oracle Fusion Functional Setup Manager (FSM) to implement Workforce Deployment.
* Experience in all stages of project management, system development, functional implementation, support.
* Prepared documents using Oracle AIM standards for Core HR, Payroll and SSHR modules.
* Extracting Data from legacy HR systems and formatting into Oracle templates for conversion.
* Ability to learn and deliver in a very short period and can work on multiple projects.
* Experience in Data Loader Tools like Spreadsheet Data Loader and HCM Data Loader.
* Experience in Developing Fusion Value sets, Lookups.

**AREAS OF EXPERTISE**

* **Oracle Applications:** Oracle Fusion Cloud HR, Fusion Workforce Compensation, Fusion Benefits, FBL/HDL Data Loading, OTBI Reports and Analytics, Fusion Payroll, Fusion Fast Formula, Fusion HCM Extracts, Fusion Absence Management.
* **ERP :** Oracle fusion cloud HR. Oracle HCM Cloud Solution (v 9, 10, and 11), Oracle Applications 11i./12x (Core HR, SSHR, OLM, Payroll, OAB) up to EBS R12.2.4.
* **Programming language:** SQL, PL/SQL, C, C++.
* **Database** : Oracle, MS SQL Server, DB2.
* **Operating systems** : Windows, Unix.

**Education:Bachelor’s in computer science**

**Experience:**

**Client:Ironwood Pharmaceuticals Feb 18 – Till Date**

**Location:Cambridge, MA**

**Role:Sr.Oracle Fusion HCM Consultant**

**Responsibilities:**

* Responsible for Oracle Fusion HCM configuration and support for core HR, Performance management, Goal management and Talent Review.
* Guiding client in change management execution and keeping all the internal stakeholders informed.
* Customized OTBI reports, Payroll Extracts, HCM Extracts to feed the information to third party systems and downstream systems.
* An Outbound interface from Oracle HRMS to the Oracle Taleo. The interface primary handles all candidate data who are hired with different nationality.
* Expertise in Creating Dynamic Dashboards and OBIEE Answers using Prompts, Filters, Calculations, Charts, Pivot tables, View Selector and Conditional Formatting.
* Approval setup for the leaves based on the leave types.
* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Developed HCM Extracts for Global HR, Benefits and Payroll Interface.
* End to End configuration for Talent Management and Core HR.
* Design and develop code for "Customer Conversion" program by using standard TCA API's.
* Develop HCM Extracts/BI Reports for Global HR.
* Configured Vacation, Sick Time, Personal Day, Employee Designated Absence Plan and Type as per business requirement.
* Loaded Core HR data, Payroll data using HDL, PBL and SSL from source system to target system.
* Coordinated set up activities in UAT and production environment of all the modules.
* Project Planning, Monitoring, Control and Solution reviews.
* Review and monitoring Projects Status, handling escalations, issues, risks, manage customer relationship (Sr. Executives level).

**Client:South West Airlines May 15 – Dec 17**

**Location: Dallas TX**

**Role: Oracle Fusion Techno Functional Consultant**

**Responsibilities:**

* Developed HCM Extracts analytics for Global HR, Payroll Benefits and Performance modules.
* Build Custom Security to Cloud (Fusion) HCM which includes Create/Modify Data Roles and its Security Profiles, Job Roles, Application Roles and Duty Roles.
* Involved in Oracle HCM cloud implementation. Interacted with client and involved in Requirement gathering, preparing process requirement documents, Business requirement documents, understanding current business process and mapping with Oracle Cloud HCM, and GAP analysis
* Communicate with clients about the post production support and issues.
* Proficient in managing Sandbox for personalization.
* Design, Document and Perform Unit Testing to validate product functionality.
* Interpreted various geographies, action reasons, content types, context, flex fields, jobs and department setups.
* Driving and documenting business requirements and procedures, obtain sign off to ensure Client alignment of proposed solution.
* Involved in Oracle HCM cloud implementation. Interacted with client and involved in Requirement gathering, preparing process requirement documents, Business requirement documents, understanding current business process and mapping with Oracle Cloud HCM, and GAP analysis.
* Involved in the implementation of Core HR, Absence Management.
* Demonstrating the expertise in the design, execution of implementation and testing.
* Responsible for successful testing of developed solution including User Acceptance Testing and working with the users to validate the solution.
* Developing project plan and deliver in line with Fusion Implementation Road map and Methodology.
* Providing business consulting support and facilitates in workshops.
* Developed HCM Extracts/OBI Reports for Global HR.
* Working as Oracle Fusion subject matter expert providing best-practice guidance on HCMbusiness processes.

**Client:Underwriter Laboratories UL Jan 13 – May 15**

**Location:Northbrook, IL**

**Role: HRMS Oracle Consultant**

**Responsibilities:**

* Involved in extending the functionality of Core HRMS modules. Successfully Interacted with Functional Consultants, QA team, DBA team and development teams. Developed Technical MD70 specification.
* Customized menus, added new concurrent requests, registered the custom applications, value sets etc. using System Administrator Module.
* Involved in implementing various business process extensions of HRMS as per the business requirements.
* Personalized and extended various web pages on SSHR using Oracle Applications framework. Added Custom notes as per HR Polices.
* Designed the conversion of key HR, Payroll and Benefits systems from a Mainframe to an Oracle platform. Composed detailed specifications to serve the conversion process.
* Configured and maintained BR100 for setting environments in production, pre-production, UAT, Patch and development instances.
* Created PLSQL Procedures for importing year end W2 information from companies acquired.
* Customized and extended fast formulas.
* Wrote complex SQL queries, Control files, Procedures, Triggers and Packages.
* Worked on Metalink to raise and track Service Requests to Oracle.
* Coordinated knowledge transfer to technical team and guided them on prevailing technical issues and general Oracle Applications issues. Configured the workflow and approval tasks for Salary Change, Promotions, Transfers, Work relationships, Change manager, Change Location, Working hours change, Termination and ICD approvals based on the business requirement to route the approvals.
* Approval setup for the leaves based on the leave types.