SANKAR

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872-267-6708

(Oracle Fusion HCM Consultant)

**PROFESSIONAL SUMMARY**

* 7+ years of experience as Oracle Fusion HCM (Human Capital Management) functional consultant.
* Hands on experience in implementation and supporting for Oracle Fusion Core HR, absence Management, Payroll, compensation and Talent Management.
* Experience in creating custom Descriptive Flex Fieldsvalue, Extensible Flex Fields,and value sets.
* Experienced in configuring the approvals for various tasks.
* Experience in Setting up the enterprise structure, and configuring the Job and position structure.
* Hands on experience on customizing the security, by creating data roles, security profiles and also effectively using job roles and duty roles.
* Extensively used HCM Data Loader(HDL), File-based loader (FBL), Spreadsheet Loader and Payroll Batch Loader (PBL) for Migration/Data loading/Conversion of several business objects related to hcm modules.
* Worked on Schedule Processes and Batch Process for Mass updates.
* Knowledge on fast formulas, and wrote fast formulas for absence management module.
* Experience in creating the payroll definitions, salary basis.
* Experience in creating content types and items and assigning them to person profile and model profile
* Experience in developing HCM Extracts, BI Reports for Global HR, Payroll Interface.
* Good working experience in creation of DFF'S and EFF'S and Custom Value Sets
* Strong analytical skills with ability to follow project standards and decision-making capability.
* Self-motivated, creative team player with effective communication.

## **Technical skills**: Oracle HCM, Absence management, Payroll, Compensation management Fusion

## HCM Data loader, Fusion HCM Extracts, Oracle BI Reports, Oracle Analytics

**PROFESSIONAL EXPERIENCE:**

**Express Scripts, NJ Feb 2016 – Present**

**Sr Oracle Fusion HCM Consultant**

**RESPONSIBILITIES**:

* Worked on Core HR, Absence Management, Payroll and Compensation
* Migrated work structure date using HDL, SDL and PBL.
* Data migration of Employee personal information, Assignmenthistorical Information.
* Configured HR and Absence management modules
* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Configured absence plans and absence types, eligibilityprofilesas per the business needs
* Configuring custom Workflow routing rules for all Manager Self-services and Employee Self-services.
* Developing HCM Extracts for Global HR
* Coordinate with QA team and ensure the product is bug free and ensure all test cases and scenarios are covered.
* Creating Oracle Fusion BI Reports and Analytics.
* Custom reports development using BI publisher and OTBI.

**Oracle Fusion Cloud HCM Consultant**

**State Farm, Bloomington, IL Oct 2014 – Dec 2015**

**RESPONSIBILITIES**:

* Perform Starter steps like Create Implementation Users; View all data roles, Load/Manage Geographies.
* Manage Enterprise HCM Information.
* Set up and Maintained Enterprise structure and Workforce structures.
* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Fusion with Workforce Deployment (Global HR), Workforce Development (Talent Management).
* Configuring custom Workflow routing rules for all Manager Self-services and Employee Self-services with help of Area Responsibilities.
* Implemented Workforce Compensation in Oracle Cloud for a global company
* Conducted extensive testing cycles and solution design workshops
* Supported client in Oracle Cloud UI personalization's and customizations for end users
* Configured custom security and data roles for different employee populations   
  Part of business process workshops/CRPs and requirements gathering sessions and support clients in defining relevant processes.
* Driving and documenting business requirements and procedures, obtain sign off to ensure Client alignment of proposed solution.
* Configured HR and Absence management modules.
* Coordinating with for SRs, new product releases, upgrades/patches/fixes.
* Provided business consulting support and facilitates discovery workshops.
* Creating Oracle Fusion BI Reports and Analytics.
* Build Custom Security for Fusion HCM which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles and Duty Roles.
* Ensure that the application meets the business requirement and system goals fulfil end user requirements, and to identify and resolve system issue.

**Oracle Fusion HCM Consultant Feb 2014 – Sep 2014**

**JSR Micro Inc, Sunnyvale, CA**

**Responsibilities**:

* Worked on Global HR, Compensation.
* Ensured that applications meet business requirements and systems goals, fulfill end-user requirements, and identify and resolve systems issues.
* Use Oracle Fusion Functional Setup Manager (FSM) to implement Global HR
* Perform Starter steps like Create Implementation Users, View All data roles, Load/Manage Geographies
* Manage Enterprise HCM Information and Legal Entity HCM Information
* Set up and Maintain Enterprise structure and Workforce structures
* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data,
* Worker data, Work relationships data, Salary info etc.
* Configure custom Workflow routing rules for all Manager self-services and Employee Self-services with help of Area Responsibilities .
* Develop HCM Extracts/OBI Reports for Global HR
* Build Custom Security to Fusion HCM which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles and Duty Roles

**Adrenalin eSystems Ltd**

**Chennai, India Aug2011– Nov 2012**

**Oracle Fusion HCM Functional Consultant**

**Responsibilities**:

* Worked on New Legal entities, departments, jobs, locations, and other Workforce structure setup.
* As a team member I was responsible for creating new users and assigning roles to them.
* Worked on Core HR
* New custom security roles were created
* Re-design of Area of Responsibilities was done
* Complete migration process of data for the new acquisition was done using FBLs
* Routine daily production maintenance was part of the assignment

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# Leighton Contractors Pt. Ltd, Chennai, India May 2010 – July 2011

# Analyst

# Responsibilities:

* Was responsible for understanding client's business requirements and configuring it in Oracle Applications System Administrator’s functionality: - Creation of Users, Responsibilities, registering of Programs etc.
* Participated in developing solution for the client and setting up the instance to cover all the business requirements.
* Preparing As-Is documents.
* Develop BR 100, as a set up documents for deliverable.
* Extensively involved in the process of Testing of deliverables and fixing the issues raised during UAT
* Preparing UAT Scripts.
* Preparing User Manuals.
* Provided Post Implementation Support for HRMS modules.
* Conducting User Trainings.
* Provided Post Implementation Support, issue management and closures.