**Siva Rama**

[**sramaohcm@gmail.com**](mailto:sramaohcm@gmail.com)

**717-546-4389**

**Summary**

* Over 7+ years of experience as Techno Functional Consultant in Oracle E-Business Suite Applications.
* Implementation and technical expertise in Oracle Applications R12/11i, across the SCM and Financial modules such as General Ledger (GL), Payables (AP), Receivables (AR), Purchasing (PO), Inventory (INV), Order Management (OM), Cash Management(CE), Fixed Assets(FA), Treasury, EBTax, System administration (AOL), iProcurement , iExpense.
* Experience in developing inbound and outbound interfaces for Oracle General Ledger, Account Receivables, Purchasing, Quoting, Order Management and Inventory Modules.
* Expertise in developing and customizing reports using Oracle Reports using 10g/6i.
* Expertise in creation and customization of reports using XML publisher in OM, AR, AP and INV.
* Implementation and Customization of Oracle Applications 11i with good Technical skills in developing RICE [ Reports, Interfaces, Conversions and Extensions] components.
* Complete knowledge on Procure to Pay (P2P), Order to Cash (O2C) flows.
* Workflow-Driven Exception Messaging. Oracle ASCP's exception messages alert planners to critical issues across the extended supply chain. Workflows that drive these exceptions route data to and feedback from trading partners as required, thus effectively involving them in the supply chain planning process.
* Experience in developing UNIX Shell scripts for loading data into staging tables.
* Expertise in Tuning SQL statements to improve execution performance using TKPROF, SQL Trace, etc.
* Great expertise in testing web services via SOAP, using the open source testing tool Soap UI.
* Excellent problem-solving skills with an ability to identify problems and implement connective solutions.
* Working as a HCM Techno- Functional Consultant for Global HR, Payroll and Compensation.
* Involved in Implementation and support of Global HR, Payroll and Compensation.
* Suggested best practices and feasible solutions to the business users to resolve functionality gaps.
* Working as liaison between business users and IT for identifying and resolving the issues.
* Created setup data and transactional data according to client requirement.
* Defined multiple reference data sets covering multiple business units for set enabled objects.
* Defined all the payroll setups and tested them.
* Integrated Planning and Execution. Oracle ASCP's Advanced Planner Workbench user interface not only displays plan results, but also allows planners to execute planning recommendations. Planners do not have to move to the transaction system to perform plan execution.
* Manage and lead various phases of project like Requirements, CRPs, UATs. Go-live, etc.
* The focus will be on RICEW objects, with the majority of time focused on Interfaces
* Must have a working knowledge of Fast Formulas, Flex Fields, and Workflows.
* Good knowledge in Oracle Financial modules INV, PO, PA, AP, AR, GL and CM.
* Will be responsible for functional and technical deliverables (including business requirements documentation, data conversion documentation, systems integration documentation, documenting report requirements, etc.)
* Strong verbal and written communication are a must, works well in a team environment
* Must be able to work well with technical and functional teams
* This resource will be a part of the IS team, must have an IS background (not purely functional – need the resource to understand the basics of interfaces).
* Immediate responsibility will be to define benefit interfaces (retirement interfaces, medical/vision/dental interfaces).
* Monitor and recommend changes if required to all PL/ SQL packages and provide stored procedures and design and develop various relational database.
* Mobile Supply Chain Applications (*MSCA*) enables automated mobile user operations. These operations are supported on ruggedized handheld.
* Provide knowledge sharing on script developed; provide guidance on deployment of script to production.
* Coordinate with various developers, project managers and analyst to prepare designs for new applications and documents all processes to ensure effective evaluation of all applications.
* Analyze and ensure efficient transition of all technical design documents and develop various SQL packages to provide support to all application developers.
* Knowledge of workflow analysis, ROI assessment and procedure development experience highly desirable.
* Created setups and Plans for individual Compensation.
* MSCA for OPM supports the entry of process inventory specific information such as dual units of measure, including catch weights, and lots.
* Created Different flex fields and added value sets, Lookups according to Business requirement.
* Used OTBI for different analysis as per business user requirements.
* Used HCM Extracts and BIP reports for generating different business objects and transactional data reports.
* Loaded Core HR data, Payroll data using HDL, PBL and SSL from source system to target system.
* Created Different Configuration docs, Test cases and User manuals according to user requirement.
* Supporting the payroll issues and troubleshooting them.
* Organized CRP1, CRP2, UAT test cycles for Global HR and Payroll implementation.
* Created different flex fields, document of records, lookups and value sets based on client requirement.
* Performed balance adjustments to correct employee payroll balance.
* Build Custom security to Cloud HCM like creating /modifying data roles, job roles and security profiles.
* Performed setup's for payroll like loading payroll definition, Managed calculation cards, managed banks and braches.
* Worked as Oracle EBS consultant for implementing and supporting Oracle R12 Core HR, Payroll, Compensation Work Bench, Absence Management, ESS, and MSS.
* Participated in workshops with HR, Payroll, Compensation, Finance and HRIT teams to analyze the existing system.
* Involved in developing test scripts to test the Oracle Self Service Modules.
* Evaluate all architecture for Oracle applications and prepare layouts for all logical models and maintain database objects for various application components.
* Design and implement various structures for all physical objects and recommend changes on applications through efficient statistical structures.
* Develop TCC (Taleo Connect Client) scripts, unit testing, support client testing Monitor and identify specific programming languages and recommend enhancement to all programs and evaluate all software resolution.
* Analyzed business requirements for HR, CWB and OTL modules.
* Setup Key Flex fields for Job, Position, Grade, People Group, Cost Allocation flex fields.
* Setup Plan Types, Plans, and Options for Compensation Work bench module.
* Gathered requirements for participation eligibility for Bonus and Stock plans.
* Extracted and loaded data using Web ADI and created test case for UAT.
* Design standard rates, derived factors and elements as required for compensation work bench.
* Coordinate with technical team for developing concurrent programs for custom reports, payroll and benefit extracts.
* Prepare end user manuals for HR, Benefits and Payroll teams.

**Sr. Oracle Fusion Cloud HCM Techno -**

**Functional Analyst**

**Amazon- Seattle, WA**

**June 2018 to Present**

**Responsibilities :-**

* Experience in all phases of implementation of Oracle Fusion HCM using offerings like Workforce Deployment (Global HR, Payroll, and Absence Management), Workforce Development (Performance Management, Goal Management) and Fusion Security in version R8 to R13.
* Hands on experience on customizing the security, by creating data roles, security profiles and effectively using job roles and duty roles.
* Debugging issues, identifying root, UNIX, Shell Scripting.
* Knowledge on configuring Transaction Approvals, also customize the approval flow based on Locations, Employee Job, New Person creation and many more.
* Experience on Schedule Processes and Batch Process for Mass updates and also Data Exchange.
* Knowledge on fast formulas, and wrote fast formulas for Payroll Calculations, Accrual Plans, Validation of Element Inputs or User Tables, Assignment Sets, Absence Duration
* Interacted with the clients to collect the requirements and later drafted the documentation accordingly and did gap analysis.
* Involved in the Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Excellent experience in Data loading into Oracle HCM Cloud using HDL Data Loader
* Build Complex inbound and outbound interfaces with HCM and Payroll application.
* Expert at payroll configurations related to earnings, deductions, information etc. elements and maintaining system balances in different dimensions.
* Proficient in end to end payroll cycle starting from payroll pre-processing to costing and transfer to GL.
* Handled 40 odd payroll processing along with post payroll activities such as costing, transfer to GL and data analysis using oracle provided seeded reports.
* Pro skills and handled projects with a combination of technologies - Oracle PLSQL, AME, Oracle Forms and Reports, Oracle workflow, Oracle transactional Business Intelligence (OTBI) and BI reporting.
* Extensive experience in executing end-to-end projects in domains like ERP HRMS, Self Service Portals (Employee, Customer, Supplier) etc. as per quality & time norms
* Experience in other Oracle 11i modules like AR, AP, System Admin and Application Developer, Advanced Collections as well.
* Configured Absence Management to comply with changes in business requirement in Test and full configuration in the production environment.
* Proficient in business process study (As Is & To Be), gap analysis, cost benefit analysis, business process modeling, process flow & interface design to suit business requirements
* Adept in pre-project studies, project effort estimations, and customer demos/ customer trainings.
* Skilled in managing and negotiating with stakeholders having diverse cultural environments with the accountability of informing them on current and future scenarios, by acquiring feedback on critical issues and taking suitable actions to ensure positive experience and increase in user adoption.
* Expertise in building teams and developing skill sets across technologies, domains and functions in accordance to the business development strategy and sales pipeline / forecast.
* Strong experience of leading & implementing all phases of Software Development Life Cycle using waterfall / agile/devops methodologies.
* Proficient at HRMS User Hooks, fast formula, Conversions, Interfaces, Data migration API and Alerts.
* Focused & committed team player having an Entrepreneurial bend of mind, with an interest in innovative ideas which can turn into excellent projects.
* Appreciated for cordial relationship maintained with customers and ensuring customer satisfaction without comprising on the any quality parameters.

**Oracle Techno Functional Consultant**

**Cox Auto – Atlanta, GA**

**June 2016 – May 2018**

**Responsibilities :-**

* Techno-Function experience in Oracle EBS r12, 11i /Fusion Cloud. Oracle Financial, Supply Chain, HRMS, Project, WMS, Cloud HCM
* Extensive experience Oracle E-Business suite Payable, Receivable, iExpense, Purchasing, iProcurement, iSupplier Portal, sourcing, Release Management, iReceivable, Fixed Asset, General Ledger, Project Accounting, Cash Management, Order Management, Inventory, HR, Service Contract, Install Base, Quoting, iStore, Workflow/AME, Sys. admin.
* Excellent experience in Data loading into Oracle HCM Cloud using HDL Data Loader.
* Technically proficient in WRICE (Workflow, Reports, Interfaces, Conversions, Extensions) methodologies including implementation, data migration.
* Proficient in writing Stored Procedures, Functions, Packages & Database Triggers in SQL, PL/SQL Program, and API.
* Strong skills in customizing, creating Oracle Workflows, Forms and Reports.
* Experienced in developing Reports using BI/XML Publisher and Reports 6i
* Experienced in Performance Tuning and Explain plan, Tkprof ,SQL loader, FNDLOAD, UTL File, Indexes, Import and Export Utilities and UNIX Shell Scripting
* Good Knowledge of Oracle Fusion Middleware, ADF, SOA, BPEL, ESB, XML Schema, WSDL, XSD, XSL, XPath Queries, XPath Expressions.
* Developing HCM Extracts for Global HR, Payroll Interface and Fusion Benefits.
* Experience in all phases of Software Development Life Cycle (SDLC) including Analysis, Specification, Development, Maintenance, Testing and Documentation
* Expertise in System administration, Workflow Administration, Framework (OAF), Ecommerce Gateway (EDI), Trading Community Architecture (TCA), Multi-Org environment, Alert Manager, AOL Administration (registering applications, forms, reports, functions, menus, concurrent programs, value sets, flex fields, alerts, forms personalization).
* Worked as Oracle HCM Analyst and provided best-practice guidance on HCM business processes on OTL and Payroll integrations and mass updates.
* Day to day Oracle E business Supply Chain, financial & WMS Support.
* Modify various objects Workflow, Custom code for R12 changes.
* Modify auto lock box custom program, OM header workflows etc.
* Good working experience with Compensation, Absence Management Fast Formulas.
* Good working experience with HCM Data Loader (HDL), HCM Spread Sheet loaders (HSDL) and    
  Payroll Batch Loader (PBL).
* Good working experience with XML Publisher Reports and OBI Reports & Dashboards.
* Good working experience with workflow Approval Configurations from BPM and Application.
* Good working experience in creation of DFF'S and EFF'S and Custom Value Sets.
* Good working experience with checklist creation.
* Proposed and implemented lot of Business Solutions every time which will makes the HR tasks much    
  easier.
* Good working experience with on Payroll Elements Configurations and Elements entries data load
* Worked on the Payroll Extracts and Element Entries data load activities.
* Enabled the additional features of the application like Oracle Tap Mobile, Oracle BI Mobile    
  Applications.

**Oracle Fusion HCM Techno- Functional Consultant**

**Gap- San Francisco, CA**

**April 2014 to May 2016**

**Responsibilities :-**

* Implemented Talent Management, Compensation Management, Employee Self Service, Manager Self Service, Security Administration, Workflows & approvals, Reports & Analytics, Email Alerts/Notifications, Application Customization and Data Migration, etc.
* Data migration using HDL - HCM data loaders.
* Involved in building Payroll ADP extract to pick employee data from HCM and pass it to ADP vendor for payroll processing.
* Implemented Workforce Deployment, Compensation, Talent Management, Goal Management, Performance Management, talent Review and Succession and Security.
* Migrated Worker and payroll data using FBL, HDL and payroll batch loader (PBL).
* Develop HCM Extracts/OBIEE Reports/OTBI Analytics for Global HR, OTL & Benefits modules.
* Review all technical & functional documents.
* Involved in preparation of Test Cases, Test Scripts for the Core HR, Benefits, Talent and Global    
  Compensation.
* Optimization. Users can easily configure Oracle ASCP to optimize specific business criteria. No programming is necessary to access Oracle ASCP's powerful mathematical optimization capabilities.
* Custom billing reports and reconciliation based on Time and Labor tables.
* Validated configuration and data for Oracle HCM Cloud Fusion projects.
* Build Custom Security for Fusion HCM which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles and Duty Roles.
* Configuring custom workflow routine rules for all manager self-service and employee self-service with help of area responsibilities.
* Developed & customized several reports in modules AP, PO, INV, OM and GL.
* Was involved on production support of various HRMS modules including HR and Payroll.
* Oracle Fusion Applications (HCM, HRMS), R11 and R12.
* Develop daily and weekly reports & Dashboards for various HR related metric like employee headcount, terminations, salary changes, department changes, Band changes & etc.
* Performed gap analysis between business requirements and Fusion Compensation and Benefits functionality
* Worked on Core HR, Absence Management, Talent Management, Payroll modules.
* Proficient with Subject areas in preparing Adhoc report with OTBI for Core-HR, Payroll, & Benefits modules
* Extracted high Volume of HCM data from Oracle Fusion HCM database in CSV format.
* Implemented Workforce and Compensation in Oracle Cloud for the company.
* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Developing HCM Extracts for Global HR, Payroll Interface and Fusion Benefits
* Created custom actions to track changes to Human Capital Management (HCM) records.
* Designed HCM Extracts for Inbound & Outbound Interfaces using FBL and HDL familiar with Fusion Cloud data model and build various BIP in fusion cloud environment.
* Involved in preparation of Test Cases, Test Scripts for the Global HR, Benefits, Talent and Global Compensation.
* Configured the high-level Benefits in the system, Life Events, Programs, Plan Types, Options, Plans, Eligibility Profiles, Collapsing Rules and etc.
* Proficient in preparing E-Text template & RTF file formats for Payroll, Benefits, Core-HR & Compensation modules.

**Techno- functional Analyst**

**Gogo - Broomfield, CO**

**June 2012 - March 2014**

**Responsibilities:-**

* Worked on the concept of Form Personalization and made the changes in Oracle standard forms as per the client requirement.
* Techno- functional Analyst for oracle EBS Procure to Pay (P2P) modules
* Requirements gathering, Gap Analysis, functional testing, conducting CRPs, UAT and training of Procure to Pay solution for marketing department.
* Designing and leading the development of Purchase Document Open Interface for Standard POs. Oracle purchasing previously allowed Blankets and Catalogs to be imported using open interface..
* Once the customer creates a PO, the vendor could immediately see the PO online using PO acknowledgement and acknowledge it online. Vendor could change the promise date online using "Promise Date Change" feature.
* Designing and Coding "View Purchase Order flow".
* Supporting and Enhancing Requisition approval Workflow
* Supporting and Enhancing PO Approval workflow
* Developed new Oracle reports of AR, Inventory, AP, and PO along with the customization in the standard oracle reports.
* Performed requirement gathering for RICE components for AR, AP modules.
* Participated in doing the setups for AR, Inventory module.
* Partially involved in the setups of AR, AP and Inventory and presented the demo to the client.
* Prepared the documents for all customized objects like reports, forms and interfaces etc.
* Developed and tested for conversions and enhancements in PO, INV modules.
* Created value sets for various components in the modules of GL, AP, AR, PA, and PO.
* Used Oracle Application Object Library (AOL) features like Value Sets, Descriptive Flex fields, Concurrent Programs, Profile Options, standard request submissions (SRS) and parameters in the process of development.
* Implemented conversions scripts and developed Install Scripts for Code Movement.
* Responsible for writing UNIX Shell scripts for automating tasks like FTP, Migration automation.
* Worked on personalizing the Oracle Application through Form Personalization and Custom.pll.
* Worked on Core HR, Absence Management, Talent Management, Payroll modules.
* Configured the Absence Management module to enable the Vacation and Sick plans.
* Written Accrual fast formulas to support the vacation and sick absence plans.
* Developed and configured new roles (Job, Duty and Data roles) using the Fusion Security model.
* Developed complex person security profiles, organization security profiles to support the complex custom criteria while configuring the job and data roles.
* Developed HCM Extracts to extract the data from Oracle Cloud systems in HR Achieve .

**Additional Information :-**

**TECHNICAL SKILLS:-**

* ERP Tool Oracle Apps 11i , R12
* Database Oracle 9i, Oracle 10g
* Languages C, C++, SQL, PL/SQL, Shell Scripting, HTML, XML, CSS
* Oracle Forms, Reports, XML Publisher, OAF and Integration with SOA
* Oracle Advanced Supply Chain Planning (ASCP)
* Reporting Tools: OBIEE, OTBI.
* Databases: Oracle 11g/10g/9i, MYSQL
* Application Tools: MS Office, SQL Developer, Oracle SQL plus.
* Scripting : SQL, PL/SQL.
* Languages ERP: Oracle Fusion HCM Cloud Solution (v8, 9, 10, 11, 12).