**Vishal Reddy**

**Oracle Fusion HCM Consultant**

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**PROFESSIONAL SUMMARY:**

* Around **8 years** of diverse experience in **Oracle Fusion HCM Cloud ERP** applications and implementing Oracle applications using **AIM/OUM** methodology document templates.
* Extensive experience in **Oracle Fusion Cloud HCM (R9,R10,R11,R12) Cloud (Global HR, Payroll, Absence Management, Talenet Management)**
* Implemented **2-Tier** and **3-tier** Architecture with multiple employment terms and Assignments at Legal Employer level
* Expertise knowledge on **Oracle Fusion HCM Extracts** and Fusion **HDL ,FBL, PBL, Spread sheet data loader**
* Good experience in **Exception Handling, Debugging and tracing** by which the whole picture of application runtime can be seen and analyzed more efficiently.
* Extensive experience in **BRD** Documents designing and completing the Oracle Setups and Maintence task and Implementation Projects creation.
* Hands on experience in **US** **Payroll Configuration**  and **Oracle Fusion Payroll relationships,**
* Running Oracle Payroll processes like **Quick Pay, Standard Payroll, Payment Distribution, Payslip Configuration.**
* Extensive work experience **Talent Management Configuration(Goal Plans, Profile management, Performance management)**
* Experienced in working with **Absence Management. Defining Absence plans, Patterns, Work schedules and Absence Types.**
* Experienced in Development of Oracle Fusion **Workflow notifications** as per the Client requirement
* Experience in developing Setups data from Development Instance to Test instance and into the production instances.
* Extensive experience in developing and Customization of the Oracle Fusion **Business Intelligence** reports.
* Experienced in Oracle Fusion **Security** and **roles** defining like Data roles and Organization security profiles.
* Experienced in defining the Trees like **Department** and **Geography** trees and tree versions as per the client requirement.
* Hands on experience on customizing the security, by creating data roles, security profiles and also effectively using job roles and duty roles.
* Experience in creating value sets and using them in **flexfields** like **Descriptive**, **Extensible and Key Flexfields**.
* Knowledge on Approvals, experienced in configuring the approvals for Locations, New Person 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 absence management module.
* Interacted with the clients to collect the requirements and later drafted the documentation accordingly and did **gap** analysis.
* Experience in Setting up the enterprise structure, and configuring the Job and position structure, setting up the grade. Also underwent in hiring/transfer of employees.
* Experience in creating the **payroll** definitions and proficiency in **payroll** process.
* Experience in writing fast formulas for proration and retropay.
* Experience in creating eligibility profiles, rate definitions, absence plans, reasons and categories.
* Experience in creating content types and items and assigning them to person profile and model profile.
* Experience in managing the **goal library** and capture the target outcomes.
* Experience in performance process flow and creating the performance template.
* Experience in Data Loading/Conversions using HCM Data loader (**HDL**) and spreadsheet loaders.
* Experience in developing **HCM** Extracts/**BI** Reports for Global **HR**, Payroll Interface.
* Trained the super users and users on the application and conducting Pilot testing, integrated testing, design validations, setups of the Distributed ERP applications and coordination of **UAT**.
* Knowledge on compensation and Benefits modules.
* Provided on call and day to day support 24 X 7.
* Worked on databases like SQL Server, Oracle.
* Excellent communication, leadership, team management.
* Strong analytical skills with ability to follow project standards and decision-making capability.
* Self-motivated, creative team player with effective communication and leadership qualities.

**TECHNICAL SKILLS:**

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| **ERP** | Oracle Fusion Applications(R9,R10,R11,R12),Oracle Applications (R12) |
| **Modules** | Global HR,Payroll,Absence Management, Talent Management,AP,AR,GL,Compansiation,Benfits |
| **Database** | Oracle 9i/8i (PL/SQL) |
| **Reporting Tools** | BI,XML,OTBI Reports |
| **Operating Systems** | Windows 2003, XP, Windows 2000/Vista/2007, Windows 8. |
| **Other Tools** | FTP,VSS,Remedy,Telnet |

**PROFESSIONAL EXPERIENCE**

**Molina Health care Inc, Long beach, CA (short term project) Oct 2017- till date**

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

**Responsibilities:**

* Developed HCM Extracts analytics for Global HR, Payroll Benefits and Performance modules.
* Data loading/Conversions using HCM Data Loader (HDL) which includes the Workforce Structure Data, Worker Data, Work Relationship Data, Salary, Jobs and Locations.
* 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**
* 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 HCM business processes

**Environment: Oracle Fusion Applications (HCM,), R11 and R12**

**WalmartLabs, Sunnyvale, CA Oct 2016–Oct 2017**

**Role: Oracle Fusion HCM Consultant**

**Responsibilities:**

* Involved in the implementation of **Core HR, Absence Management**
* As a team member was responsible for creating new users and assigning Roles to them through **IDM**.
* Involved in Business requirements.
* Involving in all **HCM modules** support activities for client.
* Understanding the existing business processes & legacy systems of the client and requirements gathering.
* Setting up the required Descriptive flex fields (DFF) according to the business requirements.
* Defining the reference sets, business units, Emp transfer .Global transfer, Mass Update
* Defining the, **Workforce structure (Jobs,Positions,Grades)**
* Developed HCM data loaders to load workers, work relationships and Assignments data.
* Defined **Absence Management** modules absence plans, Absence types to assign to the Employees and execute the enrollment.
* 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**..
* Used Oracle Fusion Functional Setup Manager (FSM) to perform various tasks.
* Managed Enterprise HCM information and Legal Entity HCM information
* Involved in setting up the workforce structure and also worked manager and employee hierarchy for approvals at BPM.
* Executed the complete structure of payroll for US client with good knowledge of 401K reports and managed US tax related elements.
* Created elements and payment methods, worked on proration and retropay.
* Created absence plans and absence categories with rate definitions.
* Worked on fast formulas for absence management module.
* Involved in creation of Custom Security for **Oracle HCM Cloud** which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles and Duty Roles.
* Developed **HCM Extracts/OBI Reports** for Global HR.
* Loaded data using HDL and spreadsheet loaders.
* Involved in end-end **UAT testing** by drafting the test cases/scripts.
* Took part in business workshops and supporting clients in defining relevant processes.
* Ensuring that the application meets the business requirements and system goals fulfill end user requirements, and identify and resolve system issues.
* Sharing suggestions and thoughts to help optimize implementation methodology.
* Effectively communicated with oracle support (SRs) to resolve issues to complete the project smoothly and before deadline.

**Environment: Oracle Fusion Applications (HCM, Finance), R11 and R12**

**Cox Communications, Atlanta, GA                                                  June 2015 to Oct 2016**

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

**Responsibilities:**

* Handling the rollout for the group companies along with production support & Enhancements for the existing companies.
* Responsible for the support of **Core HR, Payroll,AM,TM** modules across the group with the employee strength of 9000 Plus employees.
* Done the roll out for ten new subsidiaries in the group with the necessary changes in the setup as per the company policy and the nature of business.
* Configured the Content types from Oracle profile management.
* Created the two way interface between the custom application and oracle for one of the subsidiary where the custom application is used by employees in the client sites.
* Developed **Oracle Fusion HCM** Extracts.
* **Oracle Fusion HDL** files configured.
* Customized Oracle standard templates as per the client requirement
* Worked extensively on the segregation of duties between the **HR, Payroll and Finance** by modifying the Tasks, roles
* Involved in requirements gathering and developed the documentation with company standards, and did **GAP analysis.**
* Hands-on full lifecycle project delivery and go-live experience.
* Used Oracle Fusion Functional Setup Manager (FSM) to implement offerings like workforce deployment, workforce development.
* Deployed suitable workforce structure with "single assignment with contract" employment model.
* Analyzed the employee structure of the enterprise and managed People group Key flexfields.
* Created absence plans and absence categories and assigned those to employees using eligibility profile.
* Worked on fast formulas for absence management module.
* Managed profile cards, content types, questionnaire, performance templates in talent management module.
* Trained end users on **Global HR, Payroll, Absence management** and **Talent Management**.
* Developed test scenarios and reviewed all the test scripts to ensure the accuracy.

**Environment: Oracle Fusion Applications (HCM),R10 and R11**

**Flowserv**e**, Plymouth, MI                                                                                     Jan 2013 to May 2015**

**Role: Oracle Fusion HCM Consultant**

**Responsibilities:**

* Involved in preparation of MD-70, CV60, MD120 and Unit Test-case documents.
* Analysis of the specifications provided by the clients.
* Design the Tables Structures and Register in **Oracle apps (11i)** and Development.
* Developed Item **Interface (R12)** to upload the data from legacy system into Oracle application tables via API approach.
* Developed AR Invoice **Interface (R12)** to upload the data from legacy system into Oracle application tables via API approach.
* Developed Employee Conversion **(R12)** to upload the data from legacy system into Oracle application tables via API approach.
* Creating Employee contact and Phone details using API’s.
* Creating Employee Element Creation information using API’s. Creating Employee Bank information using API’s.
* Developed OM to Receipt Information Report.
* Analyzed the business processes, requirements, mapped with Oracle features.
* Identified **Core HR, Absence Management** requirements configured necessary solutions and conducted knowledge transfer sessions with client to support ongoing maintenance.
* Worked on roles for security, involved in creating **flexfields.**
* Managed workforce structures, payroll interface and absence plans and categories
* Wrote Fast Formula and also configured approval process for Absence transactions.
* Delivered UPK Documentation on **Global HR** processes for user training purposes.
* Did mass updates for employee creation , loading geographies with the help of spreadsheet loaders and HDL.
* Involved in the **BI reports** for **Global HR** module
* Took part in end-end testing for all the modules implemented.
* Handled all the complex issues and supported the client.
* Prepared documents about each module with proper screenshots for the end users to use the application effectively.
* Coordinated set up activities in UAT and production environment of all the modules.
* Involved in testing for all the modules, that are implemented.
* Post production support (L2/L3), creating tickets with oracle support, issue monitoring, log monitoring, etc.

**Environment: Oracle Applications (HRMS) R12**

**Li Destri Foods Inc, Rochester, NY June 2011 to Dec 2012**

**Role: Oracle Apps Technical Consultant**

**Responsibilities:**

* Designed and developed Reports
* Created **tables, procedures, functions, packages and triggers.**
* Developed Supplier API Conversion program to upload the data into Base tables
* Customized Sales order acknowledgement report.
* Developed PO Receipt report .
* Customized Oracle Standard Receipt routing report.
* Developed new forms and Customized standard forms by using Forms Personalization.
* Worked as Oracle functional consultant as part of **Oracle HRMS** implementation for **Oracle Core HR** and **Absence Management.**
* 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.
* Involved in conducting CRP1, CRP2, test data preparation and test scenario preparation.
* Gather requirements from the business users document the requirements and initiate the development process after requirement sign-off.
* Advise HRIS about the Oracle best practices, **AIM methodology**, minimize data redundancy, and automate concurrent process.
* Verify existing **PL/SQL** packages and develop new ones as required by the HRIS team.
* Test & document the changes that are being made to Oracle HR system.
* Identify the changes that need to be incorporated in each release and coordinate with change management and release management teams during deployment

**Environment: Oracle Applications (HRMS, Finance) R12**

**VeriFone, CA                                                                            March 2010 to May 2011**

**Role: Oracle Apps HRMS Technical Consultant**

**Responsibilities:**

* Customized the **Reports** and **forms.**
* Customized Invoice Aging Report.
* Designing MD070, MD120, CV060 and TE020 documents as per **AIM Methodology.**
* Developed Vendor Wise Cancelled Report.
* Customized Invoice Form by using Form Personalization.
* Item Interface: Developed interface program to upload items into Inventory from Legacy System
* Mainly involved in upgrading the system by performing the pre-upgrade and post upgrade steps.
* Based on the **TUMS (The Upgrade Manual Script)** necessary steps are done in pre-upgrade and post upgrade process by eliminating the steps that are not necessary
* Supported **Core HR, Payroll, SSHR modules**
* Worked on Changes to the existing Fast Formula (Accrual Plans), Alerts and other business logics according to recent changes.
* Worked on Converting Crystal to BI Publisher reports
* Worked on Review, defect sheet updating and checking into Clear Case
* Prepared functional design specification for the Benefit Structure / Eligibility / Rates.
* Others as per the User needs Involved in Design of Life Events, Eligibility, Rates and System Extracts (e.g. Carrier Extracts, AP,Payroll etc.)
* Prepared functional specifications for the Carrier Extracts and designed/configured/tested the Extracts in OAB using System Extracts
* Used **AIM Methodology** for **OAB Project** Plan documents/deliverables
* Conducting knowledge-sharing programs on every week among the team members
* Responsible for designing and developing various reports like sales data collection, check register, store lists etc.
* **Oracle Application Object Library (AOL)** features like value sets, Flex fields, Concurrent Programs, Profile Options, standard request submissions and parameters are extensively used in the process of development.
* Manage User Acceptance Testing of new applications and new versions of existing applications.
* Manage the packaging and release of applications to the training and production environments.
* Ability to work on multiple projects simultaneously and to resolve scheduling and other conflicts to meet all deadlines.
* Worked on AP Invoice Interface.
* Worked on Item Interface.
* Worked on Personalization of forms in various applications.
* Developed an Invoice outbound interface to extract all the Unpaid/Partially Paid invoice information from the database into the flat files using **UTL\_FILE** package.
* Worked on Invoice details Report Outbound Interface
* Developed Supplier Payment Report.
* Customized Incomplete Invoice Report.

**Environment: Oracle Applications (HRMS, Finance) R12**