**Raj Kumar**

Oracle HCM Payroll Consultant

* Overall 7+ years of IT experience as Oracle HCM Cloud Consultant and specialized in Fusion HCM, ability to configure HR, Oracle Advanced Benefits, Compensation Workbench, Talent and have done Integration with Oracle HCM Cloud, File/Worksheets based loaders for HCM components.
* Proficient in all phases of Oracle Applications R12/11i implementation with major focus in HRMS of Oracle Applications including Oracle HR, Oracle Payroll, Self Service Human Resource (SSHR), Oracle Time and Labor (OTL).
* Strong expertise in oracle HCM modules like Core HR, SSHR, Payroll, Oracle advance benefits (OAB), Oracle time and labor (OTL), Compensation workbench (CWB), performance management system (PMS), I-recruitment and Oracle learning management (OLM) Modules.
* Carried out Full Life Cycle Implementation of Oracle Finance Modules and Support in different industries and various versions of Oracle R18 and R19.
* Expertise in Configurations, Personalization, Fusion Data Security, File-based loaders (FBL),  
  Spreadsheet loader, Payroll Batch Loader, OTBI Reports, BI Publisher reports, HCM Extracts, Workflows and approval configuration, Fast Formulas for Benefits and payroll modules.
* Good Expertise and implementation experience on Fusion HCM Offerings: Talent Management,  
  Workforce Deployment (Core HR), Workforce Development (Goal Management, Performance  
  Management, Talent Review and Succession), Absence Management, and, Security.
* Experience in Creating HCM Extracts and Delivery Options for Extracts, Reports and Analytic using Fusion HCM BI, and Analytics using OBIEE and ODI tools in HCM Cloud BI.
* 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, analyze and format data into useable  
  reports.
* Implementation and support of Oracle EBS HRMS and Oracle Cloud HCM Talent management.
* Expertise in Configurations, Personalization, Fusion Data Security, File-based loaders (FBL),  
  Spreadsheet loader, PeopleSoft Payroll Batch Loader, OTBI Reports, BI Publisher reports, HCM Extracts.
* Configured Legal Employers, Tax Reporting Units, Payroll Statutory units, Payrolls, Earning Elements, Supplemental Earnings, Voluntary & Involuntary Deductions, Pre-Tax elements, Employer Liabilities.
* Extensively worked on API's, Alerts, and RICE, Workflow, XML Publisher Reports, SQL Loader utility scripts, JAVA and PL/SQL in writing stored procedures, functions, reports, fast formulas.
* Extensive experience in EXCEL & VBA scripting, used for Oracle data validation.
* Experience of end-to-end HRMS implementations and post-production support and SOX compliance.
* 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.
* Diverse work experience on Unit Testing, Functionality, Integration, GUI, System, Regression  
  compatibility and UAT Testing.
* Possess strong knowledge of Quality Assurance and worked closely with QA team on development of test plan, test cases and executing User Acceptance Testing (UAT).

**Technical Skills:**

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| Cloud Technologies: | Oracle HCM Cloud, Taleo Cloud, Payroll Cloud, SAP Sales Cloud (Callidus Cloud) |
| Cloud Tools: | FBL, HDL, PBL, HCM Extract, XML/BI Publisher, OTBI Reports. |
| Oracle Applications: | Oracle Applications 12i/11i/11.0.3/10.x, Oracle BI (OBIEE)/OBIA 10g & 11g, R18/R19. |
| Oracle E-Business: | Oracle,HRMS/HCM, Payroll, OTL, OE/OM, PO, Time and Labor |

**Professional Experience:**

**CarMax - Richmond, VA**

**Sr. Oracle HCM Payroll Consultant June 2017 to current.**

* Applications Solution Architect for Taleo Cloud, Oracle HCM Cloud/HRMS, Time and Labor, & Oracle, Payroll Processes.
* Excellent technical, functional, implementation experience on Fusion HCM, Talent Management and Payroll.
* Ability to configure all applicable requirements in support of the Business Processes.
* HRMS Business Setups and Integration with external systems for Payroll processing & Compensation.
* Helped and supported new HR end users, to maintain the employee's information effectively in  
  Oracle HCM Cloud application.
* Implemented Oracle R18/R19g RAC/11g RAC, and SQL Server database installation, migration, patches, and upgrades in Linux and Windows environments.
* Setup activities in the Oracle Apps (R18) Financials modules as per the business requirements and SPRs logged by them.
* Oracle Fusion HCM Cloud responsible for Implementation Support / Configuration of Oracle Fusion  
  HCM Global Payroll, Absence, Performance Management and Workforce Modeling modules.
* Complete understanding of Oracle Apps Implementation in R12 and 11i and Upgrade Projects from  
  11i to R12. Performed several end-to-end implementations, upgrades as well as conducting conference  
  room pilot (CRP), providing post production support, end user training and documentation.
* Conducted CRP1 sessions to demo the out of box functionality on Oracle EBS Core-HR, Payroll and Performance Management modules.
* Developed HCM Extracts/OBI Reports/OTBI Analytics for Global HR, PeopleSoft Payroll Interface and Fusion Benefits.
* Implemented Core HR-HCM, Performance, profile, Goal, Time and Labor & Benefits module and Taleo Recruit related all the transaction like Transfer, Termination, and Promotion etc.
* Involved in the Integration & support to ADP applications used by client (e-TIME and Pay force) with Oracle (11i and R12).

**IU Health - Indianapolis, IN**

**Oracle HCM payroll Consultant March 2015 to July 2017**

* Oracle Database Administrator tasks include Instance creation, Maintenance, Performance Tuning Reporting.
* Written several PL/SQL packages for developing reports.
* Developed interfaces Built and used API's in Oracle E-Business suite (EBS) Financials  
  and HR Modules. Worked on Creating Discoverer and Oracle DBI (Daily Business Intelligence)  
  Dashboards.
* Gather Core HR (Enterprise), Compensation, Absence business requirements (BRD) and map them to Oracle HCM Cloud functionality.
* Built the Timecard Approvals using the workflow system.
* Automated Email Notification using the OAF and Workflow Builder Tools.
* Customized Requisition Form using Forms Personalization /OAF. Set up and troubleshot OAF Personalization when moved from one environment to another.
* Coordinated instance strategy and served as liaison between functional and technical teams.
* Gather Core HR (Enterprise), Compensation, Absence business requirements (BRD) and map them to Oracle HCM Cloud functionality.
* Involved in the Integration & support to ADP applications used by client (e-TIME and Pay force) with Oracle (11i and R12).
* Configurations related to Absence Management and Talent Management.
* Identified business requirements for Core HCM, Absence, compensation, Performance and map them to Oracle HCM Cloud Application functionality.
* Conversant with Oracle e-Business Suite R12 - Core HR, Payroll and HR Self-Service, Oracle HCM cloud - Core HR modules with expertise in providing functional solutions for Oracle Applications  
  and technology-based solutions for enhancing functional efficiency of the organization & achieving business excellence.
* Developed BI Reports/OTBI in Oracle Fusion Cloud and scheduled the reports with to be delivered to Email and FTP sites.
* Prepared several OTBI reports including customized reports for most HCM modules and Involved in raising SR with oracle & interacting with oracle team to solve SR related issues.
* Use Oracle Fusion Functional Setup Manager (FSM) to implement enhancements.
* Build Custom Security to Fusion HCM which includes Create/Modify Data roles and its Security  
  Profiles, Job Roles, Application Roles and Duty Roles at APM, OIM and Security Console.
* Developed OTBI reports for HR users to view and validate employee data using existing subject  
  areas.
* Excel in Oracle Human Resource business process mapping for Hiring, payroll administration,  
  absence management, performance management, benefits administration, time management,  
  termination processes.
* Expertise in payroll balance configuration and conversion, year-end and mid-year balance  
  adjustment, execution of payroll processes, generation of Pay slip, W2 and government reports for Oracle Payroll.
* Expertise in writing and modification of Fast formulas used in Oracle Payroll.
* Experience in configuring and set up of OBIEE Security configuring object level and database level security.
* Managed configurations, process mapping, and issue remediation for Core HR, Employee/Manager Self Service, and Absence Management in an implementation and provided functional design for all Absence Management Fast Formulas.
* Experienced in using OBIEE Answers to create queries, format views, charts, and add user  
  interactivity and dynamic content to enhance the user experience.
* Expertise in Oracle Payroll compensation management, Salary review, designing of especial earning rules using Fast formulas.
* Developed an OTL report to identify missing time cards and approve them using a custom program.
* Performed maintenance on existing HCM configurations and worked with the users and define  
  standards on using Descriptive Flex fields from reporting and integration perspective.
* Performed troubleshooting and resolved issues found in parallel tests scripts, validated payroll setup, payroll elements and payroll fast formulas.
* Determined all Cloud Global HR and Absence Management requirements for an ERP implementation project where a Mass Global Transfer was to occur.

**M&T Bank - Buffalo, NY**

**Oracle HCM Payroll Consultant February 2014 to January 2015**

* Build Custom Security for Fusion HCM which includes Create/Modify Data roles and its Security  
  Profiles, Job Roles, Application Roles and Duty Roles.
* Prepared functional designs for Core HR, Payroll and SSHR and Prepared test cases for Payroll, Core HR and SSHR.
* Setup and maintained enterprise and workforce structures and involved in the designing of payroll inbound and outbound interfaces.
* Worked with user team to resolve pain points with the HRMS application.
* Designed and developed Oracle HRMS solutions such as customized reports, forms.
* Involved in resolving Production Support issues relating to creation of Characteristic Fields, Value Fields, and assigning value to Value Fields.
* Identified Core HR, Absence Management requirements configured necessary solutions and  
  conducted knowledge transfer sessions with client to support ongoing maintenance.
* Develop HCM Extracts/OBI Reports for Global HR and Debug and enhance workflows, reports/  
  modules/alerts.
* Expertise in Oracle Payroll compensation management, Salary review, and designing of especial  
  earning rules using Fast formulas.
* Use Oracle Fusion Functional Setup Manager (FSM) to implement Global HR.
* Configure new HR and Payroll whenever there's new benefits (i.e. new CBA benefits) including writing fast formulas.
* Bridged gap between AS-IS and TO-BE business process flows, integration of process flow diagrams to show end-to-end business model, and process mapping exercise by including swim lanes to distinguish roles and responsibilities.
* Design, develop and maintain browser based reporting and various applications using PL/SQL  
  cartridge, HTML, ORACLE.
* Created functional design for interfacing check and direct deposit output files to a third-party printing service.
* Configure custom Workflow routing rules for all Manager Self-services and Employee Self-services with help of Area Responsibilities.
* Proficient in defining users, Responsibilities, Creating Functions, Menus, Request sets, Request  
  groups, Registering Concurrent Programs, Lookup types and defining Value sets.

**Nexref - Dallas, TX**

**Oracle Consultant May 2012 to December 2013**

* Analyzed client's business requirements and processes through document analysis, interviews,  
  workshops, and workflow analysis.
* Involved in leading a technical team for understanding the various technicalities and functionalities of the various customizations done in the system.
* Conducted 5+ levels of testing including functional, regression, user acceptance, integration and  
  performance to verify the client's needs are met.
* Communicated client's business requirements by constructing easy-to-understand data and process models.
* Supported Oracle HCM Applications (Core HR, payroll, Talent Management, Compensation and  
  performance management) implementation
* Assist Functional team in Business Requirement Specification for HRMS and Payroll.
* Participated in implementation of ERP system and integrated with different Systems like Oracle  
  HRMS and Oracle Payroll.
* Supported the Development of Oracle extensions and support skills
* Provided input into developing and modifying systems to meet client needs and develop business specifications to support these modifications.
* Engaged client to gather software requirements/business rules, and ensure alignment with  
  development teams.
* Translated stakeholder requirements into over 10 different tangible deliverables such as functional specifications, user cases, user stories, workflow/process diagrams, data flow/data model diagrams.
* Drafted and maintained business requirements and align them with functional and technical  
  requirements.
* Facilitated monthly meetings with clients to document requirements and explore potential solutions.