**Mohan Rao N Oracle Fusion HCM Functional Consultant**

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**Professional Summary**

* Having a total of **9** years of IT experience in which from the past **3+** years I have been working on Fusion HCM as a **Functional Consultant**.
* Expertise in Business analysis, Module setup & configuration, customizations, Data Coversation, Reporting, Migration, Application testing.
* Handled end-to-end SDLC (Software Development Life Cycle) processes in Implementation, Support, Testing, Enhancement projects in Fusion HCM suites.
* Fully Involved in implementation, Fit gap design documents, Configuring & Module set up of **Core HR & Absence Management.**
* Instrumental in Functional and Technical business requirements, configurations, conducting CRP, and UAT sessions.
* Involved more intoData loaders such as **HCM Data Loader, Spreadsheet Loader, and Payroll Batch Loader.**
* Involved in the creation and customization of **Value sets, Actions, Reasons, Lookups, Workflow Approvals, and Flex Fields (DFF, EFF & KFF).**
* Excellent hands-on experience in **Cloud Security, Role Customization, and Personalization & Extensibility.**
* Good Hands-on Experience on **HCM Design Studio, User Text Interface, Infolets, HR Dash Boards, Dash Board Prompts, and Deep Links.**
* Highly motivated with effective time management, interpersonal skills, and an ability to work as Independent Resource, Team Member and Team Lead.
* Excellent written and verbal communication skills and also can work under pressure and manage multiple deadlines.

**Skill Set**

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| ERP Package | Oracle Cloud HCM Releases 11/12/13/19/20 |
| HCM Modules | Global HR and Absence Management. |
| Tools and Utilities | HDL, PBL, Spreadsheet Loader, Personalization & Extensibility, Flex Fields, Approvals, Infolets, Deep Links, User text interface, HCM Design Studio, Security and Role customizations. |
| Operating Systems | Microsoft Windows 7, 8.2,10 Windows 2000. |

**Education**

# Completed MCA (Full Time and Regular) from Osmania University batch 2009.

**Experience**

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| **S No** | **Organization** | **Designation** | **Duration** |
| 1 | Incessant technologies | Technical lead | Sep 2019 – Apr 2020 |
| 2 | Cognizant technologies | Senior Associate | Mar 2017 – Sep 2019 |
| 3 | Business Arts solutions ( Dept to CTS) | Senior Consultant | Jun 2016 – Mar 2017 |
| 4 | Arowana Conulting | Senior Consultant | Mar 2015 – Sep 2015 |
| 5 | Transsys Solutions | Associate Consultant | Oct 2014 – Feb 2015 |
| 6 | Penta Consulting (IBM Middle east) | Consultant | Jun 2013 – Aug 2014 |
| 7 | Polaris financial technologies | Associate functional consultant | Jan 2011 – May 2013 |

**Project Experience**

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| Project | Cloud/ Fusion HCM Implementation and Support |
| Client Name | Emblem, US |
| Duration | Apr 2019 to Sep 2019 |
| Role | Functional Consultant |

**Responsibilities:**

* Worked on Core HR tickets as an individual contributor, setting up meetings with clients to understand issues and thereby working on tickets to closure.
* Played vital role ​support to resolve and fix a day to day issues in using Applications.
* Covered All core processes of the Human recourse Module and also trained the HR Team on how to perform the transactions under Employee Self Service (ESS), Manager Self Service (MSS) & Web Portal.
* Setup Work structure objects such as Job, Location, Grade, and Department and also created legal employers and LDGs for various countries.
* Involved in the functional configuration of Core HR and handled CRP, UAT phases.
* Worked on Loaders such as HCM data loader, SDL& PBL to load data into Fusion Application.
* Involved in the creation and loading of banks, branches, External bank accounts, and Payment Methods.
* Involved in data conversation moving the data from **EBS R12 to Cloud** Application for various LDGs as per the business requirement.
* Involved in the creation of approval workflows as per the business requirement.
* Involved in Core HR completely from scratch to till it goes to Go-Live and post-production support too.
* Prepared technical design documents and test script for various change management tickets.
* Involved in MOM to discuss ongoing work progress and outstanding issues status weekly.

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| Project | Cloud/ Fusion HCM Implementation |
| Client Name | Aetna, USA |
| Duration | Nov 2017 to March 2019. |
| Role | Functional Consultant |

**Responsibilities:**

* As part of Absence Implementation Involved in the creation of Absence Plans, Types, Eligibility Profiles, Derived Factors and Repeating period, etc.
* Replicated various issues that are encountered during the day to day transactions in Absence Management.
* Involved in Scheduling absence processes such as Update accrual, calculate accrual, withdraw, and Evaluate Absence.
* Implemented Oracle Cloud Security according to the business requirements solely (Applied data Security Policy restrictions, Areas of Responsibility and Roles creations & Customizations).
* Involved in addressing the Functional issues while the business team performing the employment transactions in Core HR such as Hire, Termination, Cancel Work Relationship, Promotion, Job & Location change & Reverse Termination
* Implemented area of Responsibilities and associated them with Person Security Profiles to meet the business requirement.
* Involved in the creation of Infolets with all views (Front, Back, Expanded, and Details view) as per business requirement.
* Worked closely with Business, IT, and Vendor teams towards the resolution of defects raised.

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| Project | Cloud/Fusion HCM Implementation and Support |
| Client Name | Walmart, USA |
| Duration | July 2016- Oct 2017. |
| Role | Functional Consultant |

**Responsibilities:**

* Requirement gathering, analyzing, and understanding of business requirements.
* Involved in the creation of Workforce structure data with the different reference data sets as business required.
* Expertise in cloud security creation and customization of all roles (Job, data, and Abstract roles) as per the business requirement.
* Configured BPM workflows for various tasks and personalized different objects as per the requirement.
* Involved in Prototype session to demonstrate the HR business team about Employment-related transactions.
* Involved in data conversation and migration of data from **EBS to Cloud Application**.
* Excellent hands-on experience on Loaders such as HDL, PBL, and SDL to load the data into Cloud application.
* Involved in the creation of Employee and Line Manager roles with Approval Notifications.
* Experienced in the personalization of pages, tasks, and fields using the sandbox at various levels.
* Used deep links and user text interface to customize the pages and messages respectively.
* Involved in Assigning of goals to reporties as a Manager under MSS.
* Involved in performance-related lookups as per the business requirement.

**EBS experience:**

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| Project Title | Oracle incentive compensation enahancements |
| Client Name | Al Jomaih Bottling Plants (Pepsi), Riyadh |
| Duration | Mar 2015 to Sep 2015 |
| Role | Tableau developer |

**Responsibilities:**

* Responsible for interaction with business stake holders, gathering requirements and managing the delivery
* Extensively involved in supporting user acceptance testing (UAT)
* Created Rich dashboards using Tableau Desktop and prepared user stories
* Worked as per Agile methodology and participation in daily scrum calls
* Involved in data preparation process for tableau connection
* Creation of metrics, attributes, filters, reports, and dashboards. Created advanced chart types, visualizations and calculations to Visualize the data
* Blending multiple data sources to allow for different views on application data in a single dashboard.

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| Project Title | Oracle incentive compensation implementation |
| Client Name | BRITAM, Nairobi (Kenya) |
| Duration | Oct 2014 to Feb 2015 |
| Role | Functional consultant |

**Responsibilities:**

* Prepared project document for implementation
* Attended client meetings
* Given demos for CRP1 and CRP2
* Documented requirements
* Created compensation plans.
* Created groups and roles using CRM.
* Defined Rate Dimensions, Rate tables, Formulas for Calculation.
* Defined expressions to calculate complex commission matrix.
* Designed Revenue Classes, Classification rule set and their Hierarchy.
* Created Employees in HRMS module.
* Created teams, groups, roles in CRM modules.
* Used out of box functionality to design complex plans.
* Defining Revenue Class Hierarchy and Rule Set Hierarchy for each Organization based on the requirements.
* Understanding of Salesperson Hierarchy and setup the Resource Management properly.

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| Project Title | Oracle incentive compensation enanchments and support |
| Client Name | Etihad Etisalat (mobily), Riyadh |
| Duration | Jun 2013 to Aug 2014 |
| Role | Functional Consultant |

**Responsibilities:**

* Prepared project document for implementation of newer modules
* Attended client meetings
* Created compensation plans.
* Created groups and roles using CRM.
* Defined Rate Dimensions, Rate tables, Formulas for Calculation.
* Defined expressions to calculate complex commission matrix.
* Designed Revenue Classes, Classification rule set and their Hierarchy.
* Designed complex formulas for the Plans.
* Created Employees in HRMS module.
* Created teams, groups, roles in CRM modules.
* Used out of box functionality to design complex plans.

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| Project Title | Oracle incentive compensation development |
| Client Name | Wyeth Pharmaceuticals, USA |
| Duration | Mar 2012 to May 2013 |
| Role | Functional Consulatant |

**Responsibilities:**

* Defined Rate Dimensions, Rate tables, Formulas for Calculation.
* Defined expressions to calculate complex commission matrix.
* Designed Revenue Classes, Classification rule set and their Hierarchy.
* Designed complex formulas for the Plans.
* Created Employees in HRMS module.
* Created teams, groups, roles in CRM modules.
* Used out of box functionality to design complex plans.
* Defining Revenue Class Hierarchy and Rule Set Hierarchy for each Organization based on the requirements.
* Understanding of Salesperson Hierarchy and setup the Resource Management properly.

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| Project Title | Oracle incentive compensation development |
| Client Name | Saudi telecom project, Riyadh |
| Duration | Mar 2011 to Feb 2012 |
| Role | Functional Consultant |

**Responsibilities:**

* Defined Rate Dimensions, Rate tables, Formulas for Calculation.
* Worked on CRM to create groups, roles and assigned roles to users.
* Imported data from CRM to ERP tables.
* Defined expressions to calculate complex commission matrix.
* Designed Revenue Classes, Classification rule set and their Hierarchy.
* Designed complex formulas for the Plans.
* Created Employees in HRMS module.
* Prepared project documentation and communicated to management.