

Hareesh
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Summary

- Information Technology Professional having 5+ years of experience in Oracle HCM Cloud implementation and support covering modules like Global HR, Talent Management (Goal Management, Performance Management) Individual Compensation, HR Help Desk, ORC and Security
- Functional Expertise in Fusion HCM.
- Hands-on configuration, development & support experience Involved in setups of all the modules mentioned above.
- Provided Functional support to the development team.
- Managed Complete Talent Management Implementation and support for 2 Performance cycles for a large employee count in Multi-Geographical Regions and with Security.
- Experienced in Implementation of HR Helpdesk and ORC.
- Experienced in End-to-End solution providing for Security Module related to multiple Implementations and Support.
- Experienced in providing onsite/offsite candidates for Permanent/Full time, contract, and contract retained recruiting services.
- Involved in Testing phase (SIT) for ICP related to different plans.
- Well organized and experienced in strategic planning, execution & monitoring, presentation, and managing stakeholders.
- A detail-minded individual who combines effective interpersonal skills with technical savvy to get the job done and aims to leverage my skills to successfully fill the HCM Functional Consultant role
- Accepting the challenges from the competition.
- Project & Process Management
- Troubleshooting/Problem resolution

Educational Qualifications

Post-Graduation - MCA from S.V University – Tirupati (AP)

Technical Skills

ERP:	Oracle Fusion HCM
Implementation Modules:	Goal Management, Performance Management, HR Help Desk, ORC, Security.
Support Modules:	Core HR, Individual Compensation

Professional Experience

Conduent Business Solutions	Jun – 2018 to July - 2021
System Development Specialist	
AST LLC	July – 2021 to Dec - 2021
HCM Consultant	
Grant Thornton LLP	Dec – 2021 to till now
HCM Functional Consultant	

HCM Functional Consultant – HR Help Desk and ORC Implementation

Project 1: Client: British Car Auctions (BCA)

Responsibilities:

- Involved in every phase of Requirement gathering, Implementation and Testing
- Involved in creation of Queues, Queue Assignment Matching Rules, Assignment Scoring rules and routing them.
- Worked on creation of Categories and Capacities
- Created Smart texts and email configurations for an Agent to be acted upon
- Worked on creation of Assignment matching rules.
- Examined SR configurations, Create and Resolving an SR
- Worked on different Channel enabling methods and tested them.
- Worked on creating requisitions, setups and posting it to career sites.
- Worked on ORC Integration with HireRight for background check process.
- Involved in Creating an offer, extending it, accepting it, and hiring them.
- Candidate Selection Process Configuration, Interview Schedule Templates and Job Requisition Templates
- worked on Candidate Selection Process Reasons and Groups along with Career Site Configuration
- Involved in Creation of Candidate Pool.

HCM Functional Consultant – Individual Compensation Implementation (Testing)

Project 2: Client: Denver Public School (DPS)

Responsibilities:

- Member of requirement gathering regarding various Components (ICP)
- Created Functional design documents, Test scenarios, Test cases for all the Compensation plans and FF's
- Involved in SIT & UAT
- Migrated Workforce comp plans from lower environment to PROD.
- Created Salary Basis for Annually and hourly.
- Created and Tested various Work schedules for different regional Employees as part of Implementation.

HCM Functional Consultant – Talent Management Implementation & Support

Project 3: Client: Global Employee Management Systems

Responsibilities:

- Member of requirement gathering regarding various modules and delivering the same to process head.
- Preparing the documents regarding the same and processing it to different approval levels internally for approvals.
- Handled Service requests and to deliver the results, Involved in mobile application deployment.
- Created Test scripts and different Test cases regarding each module.

Implementation/Support tasks:

- Involved in creation of Goal Plans Goal Types as per the requirement.
- Involved in creation of Questionnaires and performance documents related to various review periods and implementing Anytime feedback document as well.
- Involved in creation of Eligibility profiles related to both Goal and Performance Management implementation.
- Worked on configuring Talent Profile tasks related implementation and migration from V1 to V2 for mobile application feasibility.
- Involved in creation of various personalization's during the implementation.
- Handled Unit testing and UAT Testing as part of the implementation.
- Loaded Goals, ratings to employees by using HDL.
- Created workflows related to salary changes and HR related tasks as well as testing the same.
- Supported/Handled every kind of issues related to Core HR, Goal/performance management and Security.
- Supported Team on these modules whenever patch or release updates.

Security Analyst – Implementation & Support

- Involved in creation of Modifying Employee and Line manager roles during the part of various implementations.
- Experienced in handling multiple Implementation's and support projects at the same time.
- Created roles for both HR and Admin related tasks to be performed in the organization as per the requirement.
- Involved in every concept of Security by creating Job Roles Data Roles and altering Auto provisioning Roles and customizing the same.
- Created number of security profiles and Data roles.
- Monitored every security related activity related to entire HRs in the organization.
- Experienced in Creation of AOR's for multiple Data role customizations.
- Worked on creation of approval groups related to HR and Comp.
- Involved/Handled Refresh activates related to Security on Lower Environments.
- Involved in Quarterly and Yearly audits for Access provisioning and leading the calls to submit the reports to various clients.