Saravanan Ganesan

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Career Objective

To continue growing in wisdom, talent and skills in consulting cloud-based HR solutions through challenging assignments which would add value to my organization and professional merit.

Profile Summary

- 13+ years of overall experience as Functional Consultant, Project Manager and Product Owner
- Certified implementer for Oracle Global Human Resources Cloud
- Close to 3 years of experience in Oracle Fusion HCM Cloud
- Successfully completed 3 implementations HCM – Core HR for Insurance and Higher Education business clients. Project Managed Oracle HCM - Support projects for 5 countries US, Canada, GBSC, UK and Australia. Experienced in Core HR, ORC and Talent Management modules.
- 5 years of experience as Product Owner & Senior Business Analyst in cloud technologies for Core HR, Talent Management and Talent Supply chain applications for a population close to 2.8 Lakhs
- 6 years of experience as HR Generalist in different functions - Recruitment, Onboarding, Talent Management, Workforce Management, Compensation, Payroll & Immigration

Skills

- Oracle Fusion HCM
- Project Management
- Product Management
- HR domain

Certification

- Oracle Certified Professional – Oracle Global Human Resources Cloud | Year: 2023
- Certified Scrum Product Owner | Year: 2021

Employment:

Sr. Consultant at SmartERP Consulting Private Limited, Bangalore from Aug 2021 till date.

Canadian University Dubai client project/ Implementer/ Oct 2023 to till date/ Country - UAE

Crawford & Company client project/ Implementer/ Aug 2021 to Jul 2023/ Country – GBSC and Australia

Responsibilities:
- Identify business requirements and map them to the Oracle HCM Cloud Fusion Functionality
- Conduct Functional/Technical Design Workshops for Oracle HCM Cloud Fusion projects
- Preparing Scope Document & getting client sign off
- Data analysis, Core HR configuration and Data load
- Test case preparation, Unit Testing for Core HR ESS, MSS & Admin
- Training documentation
- Implementation and Go Live Support

Crawford & Company client project/ Project Manager - Support/ Aug 2022 to Sep 2023

Responsibilities:

- Manage tickets for all modules and track till closure.
- Bug fix, new enhancement design, development, testing and implementation for Core HR, ORC and Talent Management.
- Exploring New Oracle features – Journeys, Oracle Me etc.
- Regular team connect to understand the status on open items and assist for closure.
- Dashboard preparation and anchor weekly Cadence calls with client for status update status

Sr. Business Analyst at Cognizant Technology Solutions, Chennai from Jun 2016 till Aug 2021

Internal Project / Product Owner & Business Analyst/ Jun 2016 – Aug 2021/ Country - Global

Responsibilities:

- HR systems Product Owner - End to End implementation of IT solutions (Cloud based mobile/web applications) via waterfall / agile methodologies.
- Client Interaction: Requirement elicitation, AS-IS & TO-BE process analysis, BRD reviews, solution demo, story-point estimation/backlog grooming & prioritization discussions/iteration etc.
- Defining Closure Points & Project Scope: User story & backlog tracking, mock-ups & wire-frames design & review, maintaining project plan, update & follow-up for sign-off and key constraints.
- Project Implementation: Aiding in contract closure & updates, Proposed solution walk-through to dev & testing leads, cost & timeline estimation, tracking requirements to closure, functional testing & mediating prod implementation.
- Solutioned & Implemented Data Quality for profile management internal application.

Sr. Executive – HR at Cognizant Technology Solutions, Chennai from Oct 2010 till Jun 2016

Internal project/ Workforce Management / Oct 2010 – Jun 2016

Responsibilities:

- Responsible for end-to-end internal staffing/resource management for Technology vertical which includes planning, identifying and allocating associates for projects.
- Handled sourcing demand for key accounts like PayPal, eBay, Apple, Google, Cisco & Intuit.
- Maintained health parameters like Unbilled/Utilization, Demand cleanliness, Travel-ready rotation for assigned SBU.
- Worked with Academy to train the available associates on skill gap to increase internal fulfillment ratio in-turn to reduce the cost involved in going for external hiring.
- Forecasting skills requirement in line with BU's strategic growth and operations plans.

Education

- Bachelor of Science (B. Sc) - Mathematics - DG Vaishnav College, Chennai
- Master of Social Work (MSW) - Human Resources - DG Vaishnav College, Chennai