Shabnam

Oracle HCM Consultant- Sr. Team Lead

I have 6 plus years of experience in IT consulting, analysis, support and project implementations across India, Canada, US, UK and Gulf region.

Throughout my professional journey, I have acquired a deep understanding and proficiency in the implementation and analysis of Oracle HCM modules on both Oracle EBS and Oracle HCM Cloud platforms.
My key strengths lie in conducting thorough business case analyses and seamlessly aligning them with the appropriate Oracle HCM Cloud and EBS solutions.

Furthermore, I pride myself on possessing excellent interpersonal skills, which enable me to effortlessly engage and collaborate with individuals at all levels of an organization. This valuable ability ensures effective communication and establishes a strong rapport with stakeholders, facilitating seamless project execution.

Overall, my extensive experience, technical acumen, and exceptional interpersonal skills uniquely position me to make a significant impact in IT consulting, analysis, support, and project implementation within the realm of Oracle HCM modules and associated technologies.

Project Experience
(EMICON ADVISORY SERVICES LLP) (6.4 Years)

Oracle HCM Cloud Implementation TTEC(US)

- Worked on loading data using HDL
- Involved in Kick off workshops, CRP1, TTT, UAT and other major activities
- Approvals Management to configure Business Approvals
- Involved in system configuration and solution designing Global HR, Absence.
- Data migration from Cloud to Cloud for below different business objects like Workstructure, Cost allocation, Bank, Bank Branches, Personal payment method, Salary, Assigned payroll etc.
- Successfully completed requirement Gathering, CRP, UAT and Go – Live.
- Using HCM Design Studio customized the HCM Responsive pages and configured rules for different entities to ensure only relevant information is available per entity .

Oracle HCM Cloud Implementation for (Canada)

- Worked on HCM Process flow diagram, FSD,TDD, TO- BE document, FDD, User Manuals, Test cases documents
- Worked on data extraction and conversion
- Worked on OIC Integrations to develop Inbound Integrations like
  - Absence Integration, DXP (Cheque Integration)
  - Salary and Element Integration
- Worked on BI reports to reconcile data migrated and loaded.
- Worked on oracle standard BI reports and it majorly includes payroll process reports
- HCM Design Studio for Personalization, Approval Management
- Successfully completed requirement Gathering, CRP, UAT and Go – Live.

Contact

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Education

2017
Bachelors of Engineering (Computer Science)
MDU University

Roles Performed

- **Served as Sr. Team Lead for the current Organization.**
- **Techno-Functional consultant for multiple implementation and support projects.**
- **Handled large group of teams at different levels.**
- **Conducted Training session for Freshers to enable them in EBS.**

Modules Worked

- **Global HR**
- **Absence Management**
- **Self Service**
  - **Employee Self Service**
  - **Manager Self Service**
- **Approvals Management Engine**
- **Oracle Time and Labor**
- **Oracle Payroll**

Technical Skills

- **HDL**
- **HSDL**
- **Web ADI**
- **Oracle API's**
- **BI Reports**
- **RDF Reports**
- **SQL/PLSQL**
- **BI Reports bursting**
- **Oracle Alerts**
- **AME**
- **HCM Design Studio**
- **Oracle Integration Cloud**
- **HCM Extract**
- **EText Report**

Achievements

- **Many times received client appreciation for on time delivery and solution mapping with business cases**

- **Received customer success champion award**

- **Received 'Source of Inspiration' award during KPMG Project**

Project Experience

Oracle HCM Cloud Support project for Apexon
- Worked as a HCM Cloud Techno Function Consultant.
- Worked on Supporting daily Jira Tickets on Global HR, Absence
- Worked on Organization restructuring.
- Worked on Approvals to design Approval Hierarchy for different processes
- Worked on BIP reports on Core HR
- Loaded/ Updated workforce Data using HDL and HSDL.
- Worked on Panaya Tool for Test scripts preparation

Oracle HCM Cloud Implementation (US)-with Inoapps
- Worked on HCM Process flow diagram, AS-IS, TO- BE document, FDD, User Manuals, Test cases documents
- Solution designing and Configuring the system for Global HR, Absence.
- Involved in Kick off workshops, CRP1, TTT, UAT and other major activities
- System Configuration and testing
- Approvals Management to configure Business Approvals
- Successful Go-Live on promised time
- Involved in system configuration and solution designing.
- End to End testing for below business process for implemented business modules

Oracle EBS Manager Self Service Implementation and support for TTEC(US)
- Solution designing for MSS implementation for Greece, UK and International BG(Poland, Ireland and Bulgaria)
- Worked on HCM Process flow diagram, AS-IS, TO- BE document, FDD, User Manuals, Test cases, BR100 Involved in Kick off workshops, CRP1, TTT, UAT and other major activities.
- Requirement gathering and solution designing for implementing different Business Groups.
- Worked on Personalization to configure the forms as per the business requirement.
- MSS setup for new Business groups
- AME setup for different business approvals requirements
- Successfully completed requirement Gathering, CRP, UAT and Go – Live.

Oracle EBS R12 OTL Implementation TTEC (Mexico)
- Worked as OTL Techno Function Consultant
- Worked on OTL Process flow diagram, AS-IS, TO- BE document, FDD, User Manuals, Test cases, BR100 Involved in Kick off workshops, CRP1, TTT, UAT and other major activities.
- Requirement gathering and solution designing for implementing Mexico Business Group.
- System configuration and approval configurations and end to end testing completed. Involved in Project module as well due to configuration.
- Supported OTL for other business groups as US, PHL, CAN etc.
- Successfully completed requirement Gathering, CRP, UAT and Go – Live.

Oracle EBS R12 BI Reports development for BRAC, Dhaka (Bangladesh) (Pharmaceuticals)
- Requirement understanding and development of xml publisher reports for absence management, OTL, Core HR and payroll modules
- Testing of reports as per the business cases.
- Worked on custom workflows.
- Worked on employee master and assignment migration using oracle API's
- Preparation of technical design documentation
  - Attending doubt clarification meetings with functional counterpart.

Project Experience

Oracle EBS Implementation and support for TTEC(US):Percepta Rollback(Fusion To EBS) and (EBS Upgrade)

- Involved with Business stakeholders for key decisions
- Worked on HCM Process flow diagram, AS-IS, TO- BE document, FDD, User Manuals, Test cases, BR100 Involved in Kick off workshops, CRP1, TTT, UAT and other major activities.
- Solution designing for Migrating Cloud data to EBS.
- Worked for data migration scripts and data correction for both Cloud and EBS
- Requirement gathering and solution designing for implementing different Business Groups.
- Involved in As Is &To Be discussion for conversion/Interface programs
- Organization hierarchy restructuring.
- Prepared test scripts end to end processes for Core HR, Self Service, AME and OTL modules and other technical areas as HR Reports, HR personalization and customization for end users for EBS upgrade project
- Performed IT testing for EBS upgrade project for HCM modules
- Worked on Jira and Panaya tool

Oracle EBS Support for KPMG(India) and KPMG(Global)

- Worked as a HCM Techno - functional consultant in Global HR, Absence Management and Self Service.
- Configured Core HR, Absence Management and Self Service.
- Worked on PL/SQL APIs.
- Worked on BI Reports.
- Worked on approval management engine.
- Coordinate with client and Business Users for HRMS related requirements.
- Worked on Alerts
- Experience in fast formula writing, MD120, MD50 design document creation
- Involved in system configuration and solution designing on components.
- Worked on Test cases to do unit testing for the developed Components.
- Successfully completed requirement Gathering, CRP, UAT and Go – Live.

Oracle EBS R12 Implementation and support for Alaqaria, Doha (Qatar) (Real Estate)

- Worked as a HCM Techno - functional consultant in Global HR, Absence Management and Payroll.
- Configured Core HR, Absence Management and Payroll.
- Workforce and Employee data migration using PL/SQL APIs.
- Worked on RDF and xml reports.
- Worked on approval management engine.
- Experience in fast formula writing, MD50 design document creation
- Organization hierarchy restructuring.
- Successfully completed requirement Gathering, CRP, UAT and Go – Live.

Oracle EBS Implementation for San Jose (US) (Computer Hardware)- with Trinamix

- Worked as a HCM functional consultant in Global HR, Absence.
- Developed Interfaces for data migration
- Migrated Data using API's
  - Worked as a track lead at all stages of Implementation.

REFERENCES

Meenakshi Sharma
Associate Director(KPMG)

Akhtar Hussain
Senior Vice President(EMICON)

Ravi Chauhan
Executive Director (TTEC)

Shashi Vishwamurthy
Associate Director(KPMG)