Certified Oracle HCM Cloud Consultant

MD. Y SALEEM

Email : Saleem.YM69@gmail.com

Mobile:+91- 9642085316

Summary:

* Certified Oracle Global HCM Cloud Implementation Specialist.
* Having 8+ years of experience in Oracle HCM application.
* Hands on implementation and support experience in HCM Fusion Applications (Global HR, Payroll, Absence Management) Good working Knowledge in Benefits & Talent Management.
* Experience in working end to end Payroll Configuration, Designing, Developing, Testing and Support for different customers across the globe i.e UK, US and UAE legislation.
* Involved in Full cycle development of project along with production support.
* Involved in End to End Implementation of Global HR, and Payroll and Absence modules.
* Involved in all aspects of Business Requirement Gathering, Implementation, On agreed Business Processes in Fusion HCM Application.
* Extensively worked on System Administrator tasks such as creating users, custom roles.
* Experience in study of business logic and understanding the physical system and preparing required documents.
* Involved in Bound integration by using HDL, FBL, PBL.
* Good with OTBI Reports, BI Publisher.
* Good with Fusion Security, Creating Data roles, Custom job roles, Assigning job and duty roles.
* Involved in all Client interaction and internal review meetings.
* Oracle SR management, Raising SRs, Following SRs with Oracle and get issue fixed with in the time line.
* Co-ordinating with client for giving acceptable solutions to problems for the queries raised by users with in predefined time.

Technical Skills:

Operating Systems : Win 2016/03/XP/2000/NT/ 7/8

ERP : Oracle EBS HRMS (R12), HCM Fusion (R11),(R12),(R13)

Modules : Global HR, Payroll, Absence, (Compensation, Benefit, & Talent Modules)

Tools & Utilities : HDL, PBL loader, Spreadsheet Loader

Qualification:

* MBA in (Human Resource Management) from Osmania University -2011.
* Bachelors in (Computer Science) from Osmania University in 2009.

Employment History:

* Current working with Oracle Solutions Services Pvt, Ltd. From Aug 2019 to till date
* Worked with Skybridge Solutions Pvt, Ltd From Apr 2018 to Jul 19
* Worked with TransSys Solutions Pvt, Ltd. From Feb 2017 to Dec 2017.
* Worked with Polaris Consulting Services Pvt, Ltd. From Mar 2016 to Jan 2017.
* Worked with IBM through Ritwik IT services Pvt, Ltd. From Jan 2014 to Feb 2016.
* Worked with C4i Technologies Pvt. Ltd from Nov 2011 to Dec 2013.

Professional History:

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Project 1:

Role : Sr. Cloud Consultant

Period : Aug 19 – Till Date

1 (A):

Client : ICE (Intercontinental Exchange), UK

Modules : Global HR, Payroll

Project : Fusion Implementation

Roles and Responsibilities

* Been part of implementation team for Designing, Testing and Supporting Global HR and Payroll Module.
* Created monthly payroll setup based up on the requirement gathering
* Worked on creating and testing different health care elements up on the classification given in Development and Production system
* Worked on changing element priorities and processing setup based upon testing
* Worked with Element entry load using PBL in different pods
* Worked on Unit testing for custom developed EFT bank files
* Worked with Report development team to design, and develop custom reports
* Had complete knowledge share sessions with user on UK specific SOY and EOY payroll process

1 (B):

Client : PIKE Enterprises, LLC

Modules : Global Payroll

Project : Fusion Support

Roles and Responsibilities

* Worked on supporting Payroll issues for a small entity with in the USA.
* Worked on reviewing payroll issues in various ticketing tools like Remedy, JIRA and Ivanti.
* Worked on Assigning of tickets with in our team based on the severity of the ticket
* Worked on fixing up issues from payroll run error, Payslip visibility from employee, Element End dating, Error while payroll costing result report.
* Worked on testing 20c new features Custom payroll Flow, Manage Payroll frequency in payroll

1 (C):

Client : WTW (Willis Towers Watson)

Modules : Payroll (Data Integration)

Project : Fusion Implementation

Roles and Responsibilities

* Worked on Converting element configuration from config workbook to the PBL format
* Worked on loading payroll business objects using HDL and PBL
* Worked on loading Elements data using PBL for more than 75 legislations in different different pods
* Worked on payroll deduction setup using value definitions

1 (D):

Client : LCCC (Larain County Community College)

Modules : HR, Payroll

Project : Fusion Support

Roles and Responsibilities

* Worked on Post production Payroll run time issues
* Providing on time solution for new hire issues in tax withholding cards and payroll calculation errors
* Looked over US retirement plans, (STRS, OPERS) their configuration setup, Contribution and the user custom logic designed in the system
* Looked over Contract pay retro issues and its testing
* Worked on testing custom developed reports for HR and payroll

1 (E):

Client : SOAR (Oracle Internal project)

Modules : Global Payroll

Project : Fusion Development

Roles and Responsibilities

* Worked on configuration automation using FMS
* Worked on upload CSV files manually to FMS
* Worked on identifying and resolving the errors while trying to import CSV files
* Worked on Developing and custom reports using OTBI and BI

Project 2:

Role : HCM Cloud Consultant

Modules : Global HR, Payroll, Absences

Project : Fusion HCM (Implementation)

Period : Apr 18 – Jul 19

Client : Seacor Marine & EGCC (Eastern Gateway Community College), UK & US

Roles and Responsibilities

* Worked with implementation team for Designing, Developing, Testing and Supporting Global HR and Payroll Module.
* As a part of functional team was responsible for creating and configuring Core HR setups of Work Structures, Job, Position, Locations, Organizations, and enterprise structure.
* Working as key member for Core HR and Payroll Configuration.
* Co-coordinating with Onsite and offshore leads in terms of design, configure and build solutions as per customer requirements
* Customizing and Enabling Key flex fields and descriptive flex fields for HR and Payroll, Creating Value sets, Lookups as upon the user request.
* Worked on Payroll Data Loading using PBL and HDL, and different business objects across various modules.
* Worked on configuring and running full payroll Cycle for UK Legislation.
* Handled complete SOY and EOY payroll process for UK legislation.
* Worked on functional testing of HR & Payroll test scripts and different business scenarios.
* Worked with team in Configuring Fusion HCM Absence Management task such as creating new (Eligibility Profiles, Absence Plans, and Absence Types).
* Worked on Area of Responsibilities (AOR) in Custom Security Profiles that in turn reduces number of data roles along with better Performance.
* Worked with Fusion security model, Creating and assigning custom Job roles.
* Good experience in customizing reports as well as developing new reports using OTBI

Project 3:

Role : Fusion HCM Consultant

Modules : Global HR, Payroll, Absences

Project : HCM Fusion R12-R13 (Up-gradation/Support)

Period : Feb 17 – Dec 17

Client : Saudi Gulf Airlines (SGA)

Roles and Responsibilities

* Worked with end users in Post-implementation (Requirement gathering and Analysis).
* Worked on new enhancements request and supporting issues in Global HR, Payroll and Absence modules.
* Worked on Absence prerequisites like Work Schedules, Holiday Events, Shifts, and Patterns.
* Supported to HR and administration task for Hiring and Termination of Employee, Assigning job roles, Approvals and Security profiles.
* Handled critical issues penetrated with up gradation with the application.
* Worked on customization for enabling and disabling the functions at site level in application based on the job roles.
* Worked on Defining new absence plans and types based on the New KSA rules.
* Supported working with BI, OTBI reports for HR and Absence data.
* Debugging the payroll issues using Log files, Understanding the custom logics, and customizing changes in FF code if requires and verifying the issue-running payroll flow.
* Worked on Defining Payroll Object groups, Event Notification Group
* Uploaded the Element Entries using PBL and Employee data uploading using HDL
* Been part of providing internal trainings

Project 4:

Role : Fusion HCM Consultant

Modules : Global HR, Payroll, Absences

Project : HCM Fusion (Development/Support)

Period : Mar 2016 – Jan 2017

Client : Jardine Lloyed Thompson (JLT), UK

Roles and Responsibilities

* Worked with onsite and offshore implementation team in terms of requirement gathering developing, and testing with in the project.
* Worked on HR and administration task for Hiring and Termination of Employee, Assigning job roles, Approvals and Security profiles.
* Worked on Setup HR related DFF and EFF
* Providing user list of values in HR, Absence modules using Lookups.
* Worked on creating new departments, Locations, using Set id, Created new payroll elements, eligibility Profiles, Input Values.
* Worked on Payroll, Absence business object Data Loading using PBL and HDL
* Involved in fusion customization to hide and enable the fields from the pages.
* Configuring the absence and conduct CRP of the working solution.

Project 5:

Role : Functional Consultant

Modules : Core HR, Payroll, SSHR, iRecruitment

Project : HRMS R12 (Implementation/Support)

Period : Jan 2014 – Feb 2016

Client : Airtel, India

Roles and Responsibilities

* As part of team, looked over Functional configuration Setup's for Core HR & Payroll.
* Involved in System Administration for creating New Functions, Menus, Responsibilities, User Authentication security system profiles.
* Represented right from requirement, design & delivery phases of implementation.
* Involve in Creation of Person Types, Assignment Statuses, Special Information Types and Extra Information Types.
* Define complete Recruitment Process; Study all aspects of the hiring and selection process.
* Worked for Absence Management to define Absence Element, Absence types, Accrual Formula, Accrual Carryover Formula and Plans.
* Created Elements processing (Various types recurring and non-recurring).
* Define Payroll, Configured Payment Methods, Consolidation sets, and its process, Quick Pay and Prepayments Process.
* Involved in document preparation such as Requirement Gathering (RD 020), Solution Design (MD050), Test Scripts (TE 40), Business Process setup (BR 100) and End-User manual.
* Conducted CRP (Conference Room Pilot) and UAT sessions.
* Worked on Hiring Applicants and Terminating Employees and Maintaining Salaries.
* Enhancing Knowledge in Oracle HCM Fusion Applications, Attended Internal trainings.
* Understanding Fusion middleware components such as BPM, BI Publisher.
* Experiencing in Functional Analyzing, Designing, Developing and Implementing Oracle HCM-Fusion Application.
* Supporting and resolving day-to-day user Issues.
* Direct interactions with users and seeking information as required resolving the issues.
* Log SR, actively participating in expertise resolution of the SR.
* Periodic communication with users regarding the progress on the issues being worked on.
* Worked on Issues based on Priority and updated the issues in Ticketing tool.
* Coordinating with support development team to get resolve on the tickets as earliest.

Project 6:

Role : Functional Consultant

Modules : Core HR, Payroll, SSHR

Project : HMRS R12 (Support)

Period : Nov 2011 – Dec 2013

Client : IFFCO, UAE (Offshore)

Roles and Responsibilities:

* Worked with Offshore support team in configuring new setups and reviewing issues.
* Define New Users, Responsibilities, Menus, Request groups, Security Profiles.
* Defining the Work Structures (Job, Position and Grade, Location, Business Group, Organization, Organization Hierarchy).
* Reviewed the gathered information and defined the requirements (RD20).
* Mapped the requirements with the standard Oracle HRMS functionality to identify the gaps.
* Prepared the Functional Specifications for the identified gaps.
* Involved in set-ups (Configuring segments in KFF & DFF, defining value-sets, values, profile options, users, responsibilities, security profiles, look-ups etc.)
* Define Payroll, Payment Methods, consolidation set, Define Elements, Element Links, and Salary Basis, Salary Administration, Creating Batch Element Entry, Using Element Sets and Assignment Sets, Assigning pay methods, Costing, Payrolls to Employees.
* Provided all support on HR activities, Payroll processing.
* Prepare User Manual and End User Training sessions materials.
* Communicating the sessions both on-site and offshore and was responsible in patching the onsite and offshore team. Addition to that involved in task allocation activities in terms of aligning responsibilities to on-site and offshore team.