

**Narayanarao K**  
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**Oracle HCM Techno Functional Consultant**

14 years of IT experience out of which 10 years as Oracle HCM Techno Functional Consultant with strong experience in implementations, Enhancements and supports Core HR, Payroll, Absence and OAB Modules.

### Professional Summary:

- Experience in Fusion HCM Core HR and having good knowledge in Payroll and Base Compensation Modules
- Having good knowledge and working experience in OAB and Absence Modules
- Involved in registration of value sets, Executables, Concurrent Programs.
- Experience in developing inbound and outbound interfaces by using SQL\*LOADER and PL/SQL packages.
- Experience in creating PL/SQL stored procedures, Functions, Triggers, Packages.
- Experience in data loading into Fusion HCM using HCM Data Loader and Spread Sheet Loader and File Based Loader
- Experience in creating custom BIP reports
- Having good knowledge in HCM extracts and OTBI reports
- Proficient in preparing E-text templates, Excel Template and RTF templates
- Developed fast formulas in EBS for specific custom requirements
- Experience in testing Oracle Rest API by using SOAP UI tool
- Experience in working with Unix and good knowledge in Shell scripts
- Having good experience in service contract module.
- Supported Major Banks in Europe Region for their day to day technical and functional Online issues and End of Day operation issues related to banking.
- Ability to function as a team player and can work independently to achieve the objectives.

### Work Experience:

Designation	Company	Location	Period
Senior Consultant	Infosys Technologies	Hyderabad	Sep 2017 - Nov 2022
Senior Programmer Analyst	Harsco Corporation Computer Science	Hyderabad	Aug 2016 - Aug 2017
Professional2	Corporation Ltd	Hyderabad	Feb 2015 - Feb 2016
Module Lead	Tech Mahindra Pvt. Ltd	Hyderabad	Oct 2013 - Jan 2015
Senior Software Engineer	Accenture Services Pvt. Ltd	Hyderabad	Jul 2008 - Aug 2013
Associate Consultant	I-Flex Solutions Pvt. Ltd	Bangalore	Sep 2007 - Jun 2008

### Technical Expertise:

<b>Primary Skills</b>	Oracle applications– EBS HRMS (HR, Payroll, OAB, Absence), Fusion HCM (Core HR, Payroll) Modules
<b>Secondary Skills</b>	HDL, HCM Extracts, Workflow, AME
<b>Operating Systems</b>	UNIX, Windows 10
<b>Languages</b>	SQL, PL/SQL
<b>Reports/Scripts</b>	BIP Reports, OTBI, XML Publisher
<b>Databases</b>	Oracle 9i/10g

## Major Projects:

**Company Name** : Infosys.

**Project Name** : Cloud Integration.

**Client** : JCI

**Duration** : Jul'20 to Nov'22

**Description** : Oracle Cloud Integration project

**Responsibilities:**

- Worked on the Employee interface integration between workday and oracle Cloud and also helping the EI team to build their logic to prepare and load the HDL files.
- Interacted with Business users and SMEs to get functional requirements
- Prepared FDD as per the business requirement
- Worked on the following Saviynt integration
  - ❖ INT95 - Inbound interface - To create User account, Role provisioning and Assign data access on roles assigned to User account
  - ❖ INT 86 - Inbound Interface - To disable user account, Role de-provisioning, Removal of data access from roles assigned to user account
  - ❖ INT85 - Outbound interface - To send roles, Privileges, Privilege-Role Membership data, Role hierarchy information and also user account reconciliation data from oracle cloud to Saviynt for SOD checks
  - ❖ Developed inbound interface to suspend user account who are inactive for more than 90days in oracle fusion
- Tested Oracle Rest APIs by using SOAP UI tool
- Build HDL files to create user accounts and Assign Job Roles and Assign Data access to user accounts by using Spread Loader
- Performed Functional Unit testing and also prepared test scripts and loaded the same to Panaya tool for execution.

**Project Name** : HR, Payroll Enhancements.

**Client** : CUMMINS

**Duration** : Dec'20 to Jun'21

**Description** : HR and Payroll Enhancements.

**Responsibilities:**

- Developed a user hook on contract creation API to restrict the creation of spouse contact record, when an active spouse record already existed in the system. This restriction should apply only to Spouse type of contact and only for US & CA BG
- Modified Affirmative action report interface to allow promotion assignment change only if OLD and NEW Grades are different and also added vacancy number field to the output file
- Developed new interface report program for CA open enrolment and Summary details
- Modified terminate CWK worker interface program - used to terminate CWKs who have been hired in other BG as permanent employees
- Modified Deferred compensation census interface to further restrict census data by adding new eligibility criteria like exclude ex-employees with international transfer reason, allowing few grades, include 66 employees who are not met eligibility requirements and also to take adjustment service date or original date of hire in place of joining date
- Modified Agile point interface to display error records in log file
- Modified CLC plus inbound interface - used to manage the US Federal, State and Local tax withholding process details, to add additional fields and also adding the default value to FED\_FILING\_STATUS if its value is null in incoming CLC file
- Developed Charleston Turbo Plant data collection interface program to effectively collect, store and analyze the data in a standardized fashion
- Modified Axiom interface - used to send details to Axiom vendor, added additional fields like DOB, Zip code, supervisor name and email which are required to set up DOT medical card appointments.

- Developed custom daily program to load training data of 5 files for BSO and Mandatory Training Reports
- Developed stock options outbound interface to send element entry details data to third party.
- Prepared the solution design document and technical design document and test scripts

**Project Name** : **HR, Payroll Enhancements.**  
**Client** : ESTEE LAUDER  
**Duration** : Jul'19 to Aug'20  
**Description** : HR and Payroll Enhancements.

**Responsibilities:**

- Developed a Fast formula to valid day limit of Breast-feeding leave which employee can take maximum 1.5 hours per day.
- Modified APAC global payroll outbound interface to replace "Job Title" by "Position Title" for outbound interface from HR Connect systems.
- Modified automated exit mails survey interface to send exit survey to employee's person email only if phone type is Personal Email (Optional). If phone type is Personal Email or/and Personal Email (Urgent), exit survey should not be sent to employee's personal email id
- Create d a nightly program to assign a stock photo for all employees without a profile picture
- Modified fast formulas to restrict employee from applying leave till probation completion, eligible to take leave after 3 months from joining date but leaves will be accrued
- Modified approvals to add the HSR approval for CN employees when update/add "Other Address" from ESS. Apart from that remove existing HSR approval for MY, TH and TW employees when update/add "Other Address" from ESS
- Developed script to load Multiple language assignment status data in all business group
- Prepared Technical Design Document and also Test scripts

**Project Name** : **Fusion HCM Implementation.**  
**Client** : WESTPAC  
**Duration** : Jan'18 to Apr'19  
**Description** : Fusion HCM core HR implementation

**Responsibilities:**

- Developed program to Extract data from e-Biz in HDL Formats which are required to migrate data to Cloud application
- Developed two programs to automate the data reconciliation between E-biz to HDL and HDL to HCM loaded data.
- Provided data to Business for analyzing purpose
- Developed one-time scripts to correct positions data in source system (E-Biz)

**Company Name** : **Harsco Corporation Pvt. Ltd**

**Project Name** : **HR, Payroll and OAB support and Enhancements.**  
**Client** : Harsco Corporation  
**Duration** : Aug'17 to till date  
**Description** : Harsco IT team itself maintaining all their applications.

**Responsibilities:**

- Involved in 2017 Open Enrollment
- Worked on configuration to setup new Options, New Plan, New standard rates and variable rates, modified standard rates, Variable rates, Eligibility profiles and created new profiles
- Developed NVA vision interface to send the vision enrolled data of employees to the vendor on weekly basis

- Developed Employee profile report which allows HR users can run on demand to get a full picture of the Person, Assignment, Special Information, Salary information of the employees.
- Developed time card interface for both US and Canada which create earning entries to an employee assignment. The Kronos time entry system will send the time file to Oracle R12 HRMS system to process their payroll for each pay period
- Developed benefits termination automation program which runs on daily basis to de-enroll an employee from all enrolled benefits when employee gets terminated

**Company Name** : **Computer science Corporation Pvt. Ltd**

**Project Name** : **HR and Payroll Enhancement**

**Client** : Abu Dhabi Commercial Bank. UAE

**Duration** : May'15 to Jul'15

**Description** : Regular HR and Payroll Enhancement

**Responsibilities:**

- Understanding the Business requirements and Prepare Effort Estimation
- Preparing functional design, technical Design and Deployment Documents
- Developed the delete Offer Declined Candidates interface, HRMS to VPMS interface
- Group head Workflow hierarchy change (Man Power Request, change Assignment Request and Tamayuz Nomination for EOQ)

**Company Name** : **Tech Mahindra Pvt. Ltd**

**Project name** : Balfour Beatty UK-Implementation Project

**Client** : Balfour Beatty UK

**Duration** : Apr' 14 to Jan'15

**Description** : Balfour Beatty is multinational infrastructure with capabilities in construction services, support services and infrastructure investments. Balfour Beatty plans to roll-out Oracle R12 solution to CSUK in 3 drops. Current data resides on different platform including Oracle 11i. The scope of the programme is to cover data extraction and transformation requirements for migrating the data into R12.

**Responsibilities:**

- Preparing CV40 for each object which will show the fields required for Oracle R12 and mapping to the legacy system as the basis of the data extract and transformation.
- Assist and validate the code build by the developers for extraction and transformation.
- Developed conversion programs to load the data in target instance.

**Project name** : **Internal**

**Client** : Internal

**Duration** : Nov' 13 to Mar'14

**Description** : Report for Subordinate training calendar and their absences details Design and development of XML annual calendar reports which illustrates the below: Supervisor can check all the absences taken by his subordinates in the given calendar year. In addition to the above supervisor can also verify check the training calendars of his subordinates for the whole calendar year. The report output shows both the absences and training taken and attended respectively. A general report which shows the trainings for the whole calendar year. This also provides all the training details.

**Responsibilities:**

- Developed the report with which supervisor can check absences taken and training enrolled and attended his subordinate in any given calendar year.
- Developed scripts and Designed process flow diagrams for HRMS Conversions like Person, Address, Phone School, etc. which empowers any new projects to deploy HRMS conversions with ease.

- Analyzed the OTL inbound interface and prepared the process flow diagram for whole interface, enables any future references for reuse to be taken up with ease and further enhancement

**Company Name : Accenture Services Pvt. Ltd**

**Project name : Qualcomm**

**Client : Qualcomm**

**Duration : Dec' 12 to Aug'13**

**Description : Re-implementation of Oracle 11 i for the QES division and Gemini Project in a new Oracle environment on new hardware. New Instance configuration is replicated from current configurations in the Corporate Oracle 11i instance with minimal changes except where required due to required process changes. QES data elements are being converted from the corporate instance to new instance.**

**Responsibilities:**

- Understanding the Business requirements
- Developed Functional Design and technical design specifications.
- Involved in developing extraction and conversion packages for the service contracts
- Created AOL objects of value sets, Executables and Concurrent Programs.
- Ownership of module and manage deliverables in specified time lines.

**Project name : HRMS Conversions**

**Client : US Steel Corporation**

**Duration : Apr' 11 to Dec'12**

**Description : USS is going to implement oracle e-Business suite and eventually phase out their current passport system for procurement functions and HRMS module from legacy People soft, BIMS, OPUS, Lone star, CIBC Mellon systems.**

**HRMS conversions: Employee conversion, Assignment conversion, Contingent worker and assignment conversion and US payroll balance conversions.**

**Responsibilities:**

- Understanding the Business requirements
- Prepared Functional and technical design specifications.
- Developed interface packages for Employee, Assignment, Contingent worker conversions
- Developed interfaces for Assignment and Payroll Balance conversions
- Created AOL objects of value sets, Executables and Concurrent Programs.
- Ownership of module and manage deliverables in specified time lines.
- Teaming with Internal resources for better coordination and achieve timelines.

**Project name : HR and Payroll -Release 4**

**Client : BEST BUY-US**

**Duration : Sep' 10 to Mar' 11**

**Description : Interfaces changes to include additional absences and**

**Reasons**

**Responsibilities:**

- Understanding the requirement and prepared technical design specifications.
- Developed *Element payment details report* which generate payment details, used for identify total amount deducted from employees for various benefit elements for a given date range and also for reconciliation with data from Hewitt.
- *Developed Gross Pay to Hewitt Report* to provide gross pay data to Hewitt; this will enable Hewitt to conduct annual non-discrimination testing in regards to the Best Buy benefit plans
- Modified existing accrual calculation interfaces to include Napster PTO plan changes, created for Napster employees for their vacation, Absence, Personal Holiday accruals

**Project name : Time and Attendance, Labor Scheduling System (TALS)**

**Client : BEST BUY-Canada**

Duration : May' 09 to Mar' 11

**Description** : TALS, total solution for automating time and attendance and Labor Scheduling, is using Workforce Timekeeper and Work Force Scheduler modules from Kronos to reduce payroll errors by tracking employee attendance and administer other time-related benefits easily and cost-effectively. Kronos Workforce Timekeeper is the timekeeping system that lets you see, plan, and manage employees time .Workforce Schedule is an automated labor scheduling solution that lets managers accurately create schedules that align labor with anticipated demand.

**Responsibilities:**

- Supporting the TALS interfaces and Kronos application 24\*7
- Supported interfaces like person import, Labor level import, Accrual Import, POS import, Budget Import, Time File Export and Forecast export import
- Resolved functional and technical issues faced by the Best Buy store employees
- Done Impact analysis while upgrade the kronos application from 5.1 to 6.1 and involved in customizing the existing interfaces and testing phase

**Project name** : **HR and Payroll -Release 3 Changes**

Client : BEST BUY-US

Duration : Mar' 09 to Apr' 09

**Description** : Best Buy would like a way to track skills on employees and contingent workers, and send the worker data and skills data on to another system, called "Click".

*Geek Squad Commuting Rule*: The process of transferring employee participation data in the Geek Squad Commuting Rule from the eGO system to the Best Buy's Oracle HR system.

**Responsibilities:**

- Understanding the Business requirements and prepared the technical design specifications.
- Involved in developing inbound and outbound interface packages.
- Modified the *BBY IN Skills to Job Codes* (Populate employees' skills based upon Job Codes provided by the business) and *BBY IN Skills to Employees* (Populate employees' skills based upon specific employee numbers provided by the business) Skills inbound interfaces so that a spreadsheet can be submitted with employees and an end-date can be included to end-date individual skills per employee.
- Developed *Geek Squad Commuting Rule* weekly interface, to insert the data from eGo form into stage table and then created/updated element entries for tax deduction

**Project name** : **Release 2B - LOA Codes**

Client : BEST BUY-US

Duration : Jul' 08 to Jan' 09

**Description** : In LOA Codes project, includes increasing the number of leave of absence types and reasons in the Oracle HRMS system. 3 new Leave of absence types and 22 new absence reasons.

**Responsibilities:**

- Understanding the Business requirements and preparing the technical design specifications.
- Modified *LOA batch* interface which track salaried employees who are any kind of leave during current pay period, calculate the prorated hours the employee is eligible to be paid and then create entry of "time entry wages" for that pay period
- Modified *Hewitt outbound interface* which is used to send employee HR, Assignment, and payroll data from oracle to Hewitt, to default employment status code according to the benefit continuation rules provided by Best Buy.
- Modified *Work Brain Profile Interface*, responsible for importing information like employee profile data, PTO balance data, Assignment, Skills data, etc.
- Modified *Mercer out bound Interface*, used to send an employee extract to MeritNet, maintained to conduct merit, incentive and stock planning for all employees

**Company Name : I-Flex Solutions Pvt.Ltd**

**Project name : Flex Cube**

**Client : I-Flex Solutions**

**Duration : Sep' 07 to Jun' 08**

**Technology : Oracle 9i, PL/SQL, Forms 6i/10G**

**Description:** : FLEXCUBE Product, a complete banking product suite for retail, consumer, corporate, investment and Internet banking and asset management and investor servicing. Since its launch in 1997, more than 300 financial institutions in over 100 countries have chosen FLEXCUBE.

**Responsibilities:**

- Supporting the Flex Cube product application 24\*7
- Supported Major Banks in Europe Region for their day to day technical and functional online issues related to banking and providing them the fix in very short period.
- Provided assistance for their End of Day operations during Month end and daily basis as well.
- Understanding the Banking requirements and involved in enhancements

**Academic Qualification:**

Degree	University	Specialization
B.E	Andhra University	Electronics and Communication