**Josephine**

**Oracle Fusion HCM Techno functional**

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**Professional Summary**

* 6+ Years of Total IT Experience with 4 Years of Experience in Oracle EBS and 2+ Years of Experience as techno-functional consultant in Oracle Fusion HCM.
* Techno-functional consultant analyzing the functional requirements and converting them to technical terms.
* Experience in Oracle Fusion HCM as Functional and Technical Consultant.
* Experience in eBusiness suite Oracle HRMS and Oracle Time and Labor module in configuration and regular support
* Oracle eBusiness Suite and Fusion HCM Consultant.
* Responsibilities included requirement analysis, support management in addition to the ownership of Technical Deliverables.
* Experience in HCM Support Projects, Oracle eBusiness Suite R12 upgrade and implementation projects, also have experience in Human Resource and Oracle Time and Labor.
* Have experience on HCM Extracts, BI publisher Reports and OTBI Reports
* HDL used for upload Element entries, commission amount, commission mix and base mix
* Loaded data using HDL
* Experience in ESS and MSS activities.
* Experience in Customization of Oracle Workflow.
* Experience of Form Personalization.
* Update assignments data by using HDL
* Update person data by using HDL
* Wrote Technical Design Documents.
* Excellent analytical, communication and interpersonal skills. Proficient in technical writing and presentations and a good team player.
* **Technical Experiences** in the following:
	+ SQL, PL SQL
	+ Oracle Workflow
	+ XML Publisher Reports
	+ SQL Loader, Unix
* **Hands-on experience** in the following HCM modules
	+ Core HR
	+ Goal Management
	+ Performance Management
	+ Compensation Workbench
	+ Absence Management

**Academic Profile:**

* B.SC(Math) (Calicut University, Kerala, India)
* **Master of Computer Applications** (MCA) (Bharathiyar University, Coimbatore, India.)

**Professional Experience Summary:**

**Client** **Arlo Technologies May 2019 – Till Date**

**Environment**: Oracle Cloud Fusion HCM

**Modules:** Core HR, Goal Management, Compensation, Absence Management and Performance Management

Current Version: 21A

**Title: Oracle Fusion HCM techno functional Consultant**

**Responsibilities:**

* Responsibilities include identifying issues and solutions.
* Analyzing the requirements and identifying functional solutions.
* Experience in Oracle HCM modules like Core HR, Compensation Workbench (CWB), Performance Management (PM) and Goal Management
* Expertise in working with the Business Analysts and Functional Consultants to gather requirements for reports, interfaces, extensions and integration.
* Configurations related to Absence Management
* Experience in modifying HCM Extracts and Delivery Options for Extracts.
* Experience in Creating Reports and Analytic using Fusion HCM BI.
* Excellent experience in Data loading into Fusion HCM using HCM Data Loader Tool which includes the Workforce structure data, Worker data, Work relationships data, Radford data (grade, grade rate and associating the grades with the employees), Compensation elements data and Salary info.
* Hands on experience in writing SQL code to provide enhancements to Oracle such as compensation, absence management, goal management, performance management etc.
* Preparing guide document for the employees and managers.
* Page Customizations using the Page composer in Core HR, Goal and Performance module.
* Create new roles and make fields visible for employees having that roles.
* Integration of Commission Plan Element from LIFT to EBS.
* Quarterly fusion update testing - Manually and using Tool
* Create Grade, Grade Rate, Job, Job Family
* Performance Management enhancements - Change evaluation questions, remove employee ratings from Performance evaluation, make participant feedback anonymous
* Making the changes to the workflow like removing the second level manager approval for the performance evaluation
* Workflow changes to include FYI notification to HR team for contact info change and termination notification by creating an approval group.
* Create reports in LIFT like LIFT users list report, Goal reports, performance evaluation reports, 360 feedback report for performance module.
* Adding Absence management to Lift
* Add new action and action reason 'End of Contract' in LIFT for example for termination
* Adding New fields like technical user, working as manager fields to HCM extract.
* Manage Talent management notification
* Compensation - Added a new plan named Salary Increase and made some configuration changes for implementing the Salary Increase Compensation Plan
* UI transition to HCM Responsive User Experience
* Workflow changes for Goal, performance and Core HR.

**Client: Aviat Networks Jun 2015 – April 2019**

**Environment**: Oracle EBS

**Modules:** HRMS, Oracle Time and Labor

**Title:** Oracle EBS TechnicalConsultant

**Responsibilities:**

* Responsibilities include identifying issues and solutions.
* Analyzing the requirements and identifying technical solutions.
* Delivery of technical objects which includes Conversions, interfaces, Reports and custom extensions.
* Involved in the implementation and support of HRMS -Core HR and Oracle Time and Labor
* HRMS Support involves interface of employee records from ADP system to Oracle HR
* OTL support includes extension to the system with user requirements