Haritha Jonnalagadda
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SUMMARY:

- Over 08+ years' experience in the IT industry. Relevant 5+ years' experience as an Oracle HCM Functional Consultant.
- Experience with Oracle Applications CORE HR and Absence management. Recommend and configure technology-based solutions to address client or organization needs.
- Experience in Oracle HCM Cloud as a Functional Consultant in implementation & support projects & has wide Knowledge on Oracle Cloud- Global HR, Absence Management, Security and Well versed with HCM Data Loader, Spreadsheet Loader, OTBI reports.
- Knowledge on the creation of Absence plans and configured for the employees and tested the complete cycle of Absence management as Employee, HR Manager and HR Administrator
- Experience in implementing Core HR module for projects which involved end-to-end project deliverables.
- Involved in projects on support and addressed client upgradation.
- Knowledge in Data loading into Oracle Fusion HCM by using HDL Data Loader, Spreadsheet Data Loader, and Payroll Batch Loader (PBL).
- Experience in Creating BI Reports, Analytic & Dashboards using Fusion HCM OBIEE.
- Strong experience in Fusion HCM Cloud Implementation, HCM Cloud Upgrade, and Patch updates, Cloud, Support & Maintenance.
- Experience in Developing Fusion Value sets, Lookups, Descriptive Flex fields (DFF), Key Flex Fields (KFF), and Personalization.
- Use Functional Setup Manager to create and configure Enterprise Structure in Oracle Fusion HCM Cloud instance.
- Working on migration from legacy systems to fusion HCM for US based client.
- Involved in multiple phases of implementations - Full Life Cycle implementation right from Business Blueprint, gap analysis to customizations, Go-Live and Post -Go-Live Support, Maintenance, and operator training.
- Ticket resolutions and effective communication with clients
- Interact with UAT & CRP sessions for stakeholders.
- Involved in resolving day-to-day issues in the support environment.

Certification:
- 1Z0-1046-24 Oracle Global Human Resources Cloud 2024 Implementation Essentials.
- Oracle Global Human Resources Cloud 2022 Certified Implementation Professional
- Oracle HCM Business Process Foundations Associate Rel 2 (1Z0-1106-2)
- Oracle Cloud Infrastructure 2023 Foundations Associate (1Z0-1085-23)
- Oracle Cloud Infrastructure 2023 AI Foundations Associate (1Z0-1122-23)

TECHNICAL SKILLS:

Module	**: Oracle Fusion HCM Global HR, Absence Management, Compensation**.
Other Tol	**: JIRA, Ms office (word, Excel, and PowerPoint)**
Tools and Utilities	**: OTBI Reports, HCM extracts**
Domain	**: IT Automation, Legal Technology and Services, Manufacturer, Oil and Gas, Information Technology, Medical, Retail.**

PROFESSIONAL EXPERIENCE

Infovity India Pvt. Ltd.   **May 2021 – Present**
Oracle Fusion HCM Cloud HCM

- Involved with partial implementation Oracle HCM Cloud Implementations at Infovity in the role of Functional Consultant.
- Involved in the System Integration Testing (SIT) and User Acceptance Testing (UAT)
- Worked on Oracle Human Resource business process mapping for Hiring, absence management, termination processes.

Implementation:
- Handling and Migration of codes to Production throughout the instances
- Convey organization base lines to stake holders to improve better communication on requirements gathering.
- Post go-live support.
- Prepared System Requirement Specifications (SRS) to capture release requirements.
- Involved in OWC (Oracle web conference)
- Proficient in resolving the tickets escalated within SLA.
- Customized Oracle Standard forms by using Forms Personalization
- Managing in Inbound and Outbound Interfaces & end to end Conversion process.
- Raise SR's and handle till the end with the Oracle Customer Experience (CX) Support
- Assisted junior team staff and users with functional issues and ERP implementation.
- Involved Workforce modelling in Core HR Fusion HCM
- Configured Legal Entities; BU and Worked with position Trees and Organization Tree
- Configured the Workforce Structures (Locations, Departments, Jobs, and Positions)
- Involved in the creation of Reference Data Sets, and Worker data loading.
- Configured end to end HR system which includes LE, LDG, Business Units and all work structure objects.
- Worked with the Person Attributes
- Worked on personalization involved with Page composer Design studio Structures & User interface text.
- Configured the Data Dictionary consisting of lookups, person types, action and action reasons, profile options, etc.
- Build Custom Security components to Oracle Cloud HCM
- Establish an initial base line of effective security operations as audit and gap analysis.
- involved in integration testing Demographic collaborating results with technical team.
- worked on payroll Extracts to run changes files to get integration results to present clients.
- Preparation of custom security job roles for restricted features
- Creation of Custom Security for Oracle HCM Cloud which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles, and Duty Roles
- Worked on Area of responsibility (AOR) Custom Security components to Oracle Cloud HCM
- Worked on User Accounts & User access for assigning roles & AOR.
- Involved in defining eligibility profiles, time periods, absence types and absence plans as per the client requirement both Accrual absence and qualification plans.
- Set up and Maintain Enterprise structure and Workforce structures.
- Experience in creating and managing legal entity, Legal address, LDC, Legal registration, and legal employer.
- Configuration and modification of Approval processes in Business Process Management
- Reported to higher Management on progress and status for all business-related work products and deliverable.
- Involved in preparing the test strategy, test plan, testing scope.
- Knowledge Customized Oracle XML Templates in Core HR module
- Knowledge of Oracle Fusion BI Reports and Analytics and Involved in testing existing BI Reports and creation of ad-hoc OTBI reports
- Knowledge Extracts & Interface data exchange flows
- Knowledge of SQL database tuning and troubleshooting
- Proactively communicated and collaborated with clients and technical teams to prioritize requirements.

Support:
- Facilitate application maintenance, upgrades, and enhancements of the Oracle HCM suite of modules that include Core HR

- Involved in preparation of Test Cases, Test Scripts and user guides for the Core HR, Benefits, Talent, and Global Compensation
- Work as part of a team and provide 7x24 support when required and Managed Production database work order tickets to which assigned in accordance with the Service Level Agreement (SLA) to ensure all tickets are processed on time and in track with project schedule.
- Involved in the Functional analysis of requirements and prepared Proof of Concept (POC), Functional Requirement Documents (FRD), System mapping and Gaps analysis reports.

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Mitchell Martin Inc   **Sep 2019 - Jan 2021**
Functional consultant - Oracle Fusion HCM
- Involved with partial implementation Oracle HCM Cloud Implementations at Mitchell Martin in the role of Functional Consultant

Support:
- Use Functional Setup Manager to create and configure Enterprise Structure in Oracle Fusion HCM Cloud instance.
- Working with multiple Global teams in understanding the business requirements, design, and support for all the modules
- Mapping the data between the Recruiting system and Oracle HCM for the New Hire and Rehire data field.
- Mapping the Work force structure data and user data from Oracle HCM to Recruitment system Identify legislature specific configuration and setups for United States legislation and configure the system accordingly.
- Involving in the Data Loading/Conversions using HCM Data loader (HDL) and Spreadsheet Loaders which includes Workforce structure data, Worker data, Contracts data, Work Relationships data.
- Responsible for documenting the Standard Operating/data load Procedures involved in the day-to-day maintenance of the applications.
- Worked on inbound and outbound interfaces between Oracle HCM and 3rd party systems especially for Cloud Absence Management
- Configured the approvals for various business processes as per business requirements for assignment changes and absence management.
- Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person
- Developing Knowledge of areas within systems and how client relate to assigned areas and each other
- Analyse user needs and software requirements to determine feasibility of design within time and cost constraint.
- Responsible for successful testing of developed solutions including User Acceptance Testing and working with the users to validate the solution
- Designed, created, and modified fast formulas and functions for various custom and system generated Elements
- Involved in the System Integration Testing (SIT) and User Acceptance Testing (UAT)
- Acting involved troubleshooting production issues in pressure situations.
- Working on migration from legacy systems to fusion HCM for US based client
- Create multiple date roles, job roles based on the various Fusion Security requirements.

Randstad Technologies   **June 2017 -July 2019**
Sr. Talent Acquisition Specialist
- Experienced full life cycle recruiter with in-depth sourcing experience and a passion for technology and a high level of drive to get the right things done in a supporting role.
- Result oriented Human Resource Professional with a strong focus on quality, efficiency & effectiveness.
- Contributed to the planning and execution of recruitment strategies to fill direct hire roles
- Managed heavy scheduling of phone, in person and virtual interviews for Hiring Managers.
- Maintained open position requisitions in Applicant Tracking System (ATS), on job boards, and social media.

- Successfully pursuing assignment by working as an RPO (Recruitment Processing Outsource) team during a time of transition and urgent need to fill multiple requisitions for a variety of openings for taxation software industry professionals, including hard-to-fill infrastructure engineering roles, as well as other IT

EDUCATION
- Master's in Business Administration from JNTU Aug 2012
- Bachelor of Commerce Priyadarshini Degree & PG College affiliated to KU in the year JUN 2010

Declaration:
I hereby state that the above furnished facts are genuine to the best of my knowledge and conviction.

Date:

Signature: