### Navya Samudrala

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* I have 5 years of experience as Oracle Fusion HCM Functional Consultant in configuring and customizing HCM modules including Core HR, Payroll, Absence Management, Performance Management, Time & Labor, and Benefits.
* Skilled in gathering business requirements, creating documentation, and leading fit-gap analysis to identify system improvements and solutions.
* Skilled in configuring US Payroll in Oracle Fusion HCM, ensuring it meets federal and state regulations and operates smoothly.
* Expert in developing and executing test scripts for System Integration Testing (SIT) and User Acceptance Testing (UAT), with a proven ability to identify and resolve functional issues to optimize Oracle HCM performance.
* Experienced in using HDL and HSDL for data loading, ensuring accurate migration and validation of large datasets in Oracle Fusion HCM.
* Experience in integratingFinancial Reporting Studiowith Oracle Cloud EPM and Hyperion Financial Management (HFM) for seamless data extraction
* Skilled in using Fast Formulas, Descriptive and Extensible Flex fields (DFF, EFF), Value Sets, and Lookups to customize Oracle Fusion HCM and meet business needs.
* Experienced in designing and managing approval workflows in Oracle Fusion HCM to ensure smooth and efficient processing of HR transactions.
* Experienced in creating and managing HCM Extracts to efficiently pull and transform HR data for reporting and compliance purposes.
* Skilled in creating and developing custom reports using BI Publisher to produce well-formatted documents from HR data.
* Created custom dashboards using OTBI to display key HR metrics and insights for better decision-making.
* Provided post-live support for Oracle Fusion HCM implementations, addressing user issues and optimizing system performance to ensure smooth operations.

**SKILLS**

**Programming Languages:** C, C#, Java, Python, SQL, PL SQL

**Skills:** BI Reports, Oracle Payroll, Oracle Fusion HCM Implementation, HDL, HSDL, Approval Rules, Fast Formulas, OIC, HCM Extracts, DFF, EFF, Value Sets, Lookups, SIT, UAT, Post-Live Support, User Roles.

**Analysis Tools:** Oracle Transactional Business Intelligence (OTBI), Tableau, Power BI

**WORK EXPERIENCE**

**JP Morgan USA**

**Oracle Fusion HCM Functional Consultant** Jan 2024 - Present

* Worked on the successful implementation of four projects, the 2D Techno-Functional role provided scope to gain expertise on Core HR, Payroll, Absence Management, Compensation Module, Talent Management, Recruiting Module, Learning Management, Time & Labor, Benefits modules of Oracle ERP HCM Application.
* **Functional tasks** include BP.080 Documentation, Workforce Structures, DFF, Approval Rules, Checklist Configuration, Data Validation and Data Loading (HDL and HSDL), Application Personalization, Security Matrix Implementation (Data and Job roles), Document of Records Setup, Payroll Setup, Fast formulae, Performance Document and Talent Review Configuration, End User Training and User Manuals.
* Coordinated the prioritization and approval of **CRs (Change Requests)**, ensuring that all requested changes were tracked and completed within project timelines.
* Led the **end-to-end benefits open enrolment process**, collaborating with HR, IT, and benefits administrators to implement Oracle Cloud Benefits customizations.
* Conducted **fit-gap analysis** to identify and implement necessary system customizations for business needs in Oracle Cloud Benefits.
* Managed the **Change Request Process (CRP), System Integration Testing (SIT), and User Acceptance Testing (UAT)** for open enrolment.
* Designed and executed **benefits open enrolment test cases**, supporting HR teams during system testing and troubleshooting issues.
* Developed comprehensive reports and interactive dashboards using Tableau, Power BI, and OTBI to provide actionable insights to stakeholders, facilitating data-driven decision-making and improving business processes.
* Responsible for managing user roles and security in Oracle Fusion HCM to ensure appropriate access control and protect sensitive HR data.
* Skilled in using Oracle Integration Cloud (OIC) to create and manage integrations between Oracle HCM and other enterprise systems, ensuring seamless data flow and process automation.
* Extensive experience in managing the full Software Development Life Cycle (SDLC) of Oracle Fusion HCM implementations, from initial requirements gathering and BP.080 documentation through configuration, customization, testing, and post-live support, ensuring successful project delivery and client satisfaction.
* Provided the post live support for six projects, increased the performance of the BI Reports, dealt with post live issues there by eliminating the gaps between the oracle system and client business process.

**Ebay INDIA**

**Oracle Fusion HCM Consultant**Jan 2019 – Feb 2022

* Configurated and customized Oracle Core HR to handle complex organizational structures and seamlessly perform HR functions for a workforce .
* Worked closely with benefits providers and third-party vendors, ensuring seamless integration and accurate data exchange
* Implemented Oracle Time and Labor and Payroll Cloud, automating shift scheduling, overtime calculations, and multi-country payroll processing, hence reduc
* Developed role-based **dashboards** in Oracle Talent Management that provided real-time insight into employee performance, retention, and succession planning.
* Developed and maintained **Fast Formulas** to customize business logic across Oracle HCM modules.
* Configured Oracle Recruiting Cloud to streamline applicant tracking and integrated it with external job boards and internal career portals for efficient hiring.
* Optimized Oracle Benefits workflows through automation of open enrollment processes and integrated them with Payroll for seamless deductions and reporting.
* Deployed Oracle Learning Cloud along with gamified training programs, increasing completion rates by 40% and fostering employee engagement.
* Collaborated with cross-functional teams on migrating HR data from legacy systems into Oracle HCM Cloud, ensuring continuity of data integrity.
* Involved in Oracle HCM cloud implementation.
* Implemented Oracle Integration Cloud (OIC) solutions, integrating Oracle HCM with external systems.
* Interacted with the client and was involved in Requirement gathering, preparing process requirement documents, Business requirement documents, and mapping with Oracle Cloud HCM and **GAP analysis**.
* Designed and implemented **functional designs** for Oracle HCM modules, ensuring alignment with business requirements.
* Collaborated with cross-functional teams and stakeholders, leveraging excellent **communication and collaboration skills** to achieve project goals.
* Optimized **Compensation Management** Workflow, automating salary planning, bonus distribution, and benefits administration.
* Involved in **Full life cycle implementation** of Oracle HCM Cloud, covering requirements gathering, design, testing, deployment, and user training.
* Roles.
* Designed and optimized **Oracle Extracts** for seamless OTBI data reporting and integration.
* Created and maintained **functional design documents (FDDs)** for Oracle HCM processes, ensuring clarity and alignment with technical teams.
* Partnered with HR teams to develop and optimize **employee lifecycle management workflows**, improving operational efficiency.
* Involved in end-to-end UAT testing by drafting the test cases/scripts.
* Closely shared various suggestions and thoughts to help optimize implementation methodology.
* Effectively communicated with oracle support-SRs for problem resolution to smoothly complete the project well before the deadline
* Managed **enterprise application support** as the primary escalation point, ensuring minimal downtime and system reliability.
* Configured and managed secure integrations between Oracle Fusion, third-party applications using **Oracle Integration Cloud**.
* Implemented robust identity and access management (IAM) solutions in OCI to ensure compliance with organizational security policies.
* Conducted **inventory reconciliation** to align records across systems.
* Set up sales orders, **ISO**, and requisitions required to develop in the development **instance.**
* Successfully handled increased workload for **Oracle Fusion applications**, meeting SLAs and business requirements.
* Created a new **XML** report to support the availability of on-hand details for sequenced units.

**InnoSoft Datalinks INDIA**

**Oracle Fusion Application Consultant**Oct 2017 – Jan 2019

* Collaborated with cross-functional teams (HR, Payroll, IT, legal, and vendors) to define business requirements, ensuring successful implementation of benefits processes.
* Acted as the primary liaison between **business stakeholders and technical teams**, translating business needs into system functionality and customizations.
* Facilitated **executive-level presentations** on Oracle Cloud Benefits functionality, enhancements, and performance metrics.
* Developed complex SQL queries and PL/SQL scripts to manipulate, validate, and analyze data across Oracle databases.
* Conducted meetings with plant users and shippers and understood existing plant processes
* Implemented and managed robust security configurations in Oracle Integration Cloud **(OIC)** to ensure **data confidentiality, integrity, and compliance.**
* Troubleshot integration issues during SIT, collaborating with development teams to resolve discrepancies related to data mapping and system connectivity.
* Created test cases for SIT, ensuring all system interfaces, including external data exchanges and workflows, were accurately validated and performed as expected.
* Ensured timely resolution of SIT defects, driving coordination between technical teams to address any issues before moving to the UAT phase.
* Handled support tickets and resolving bug\issues for business continuity.
* Created **service request (SR)** with Oracle support for resolving bugs and issues during the course of the project.
* Proven track record in performance tuning of **SQL queries, forms,** and **reports** to ensure optimal application efficiency.
* Developed **PL SQL** logic algorithm to support positioning of units on pallet labels
* Followed the **Change Management process** to ensure smooth migration of changes to live instances.
* Mapped out ERP – ATG business data fields with **SOA and ATG** design teams
* Use of BPEL to implement batch interfaces **UAT** between systems.
* Resolution of technical integration issues between systems
* Created scripts by using API for salary update and create/update of personal payment method.
* Actively involved with team in resolving the issues in testing phases, raised several incidents to Oracle Management when faced critical issues and responsible for successful implementation.
* Experienced in documentation, provided documentation for database design, analysis, modifications, creating schemas etc.

**EDUCATION**

**Wright State University Fairborn, OH**

Master’s in computer science Aug 2022 to April 2024