

RUSHALI KANOJIYA

ORACLE FUSION HCM CONSULTANT



PERSONAL PROFILE

Rushali has worked on multiple HR Transformational Projects and has over 3 years of industry experience. She has hands-on experience in the implementation of the Oracle Fusion Absence Management module. She is keen in understanding Hire to retire HR processes hence learning Global Core HR module. She also has basic knowledge of HCM Data Loader and BIP report development.

She is a quick learner & highly self-motivated, goal-oriented person who aims at understanding different Business processes/problems and providing efficient solutions to clients using her knowledge and analytical and problem-solving skills.

WORK EXPERIENCE


Consultant

Deloitte India | Mumbai | Jun 2022 - Present

Environment: Oracle HCM Cloud


- Implemented Absence Management module as SME for multiple clients (multi subsidiaries and countries implementation)
- Responsible for Requirement gathering, Fit-gap analysis, Blueprinting and configurations as an SME for Absence management module for multiple implementations
- Along with Plan and type configurations for Absence Module worked on Approvals, Work schedules, Geo-trees, Calendar Events and Web clock for attendance
- Conducted requirement gathering, CRP, train the trainer and UAT sessions for clients and coordinated with Client/Vendor and cross-functional team for seamless implementation on day to day basis
- Provided Requirement gathering to Go-live and hypercare support to clients
- Learned and developed beginner level Fast formulae required for Absence Configurations
- Administered and developed content such as BRDs, Config workbooks, System integration Testing scripts, User acceptance testing scripts, User manuals and reference guides for Leave, Payroll, VAS process
- Led the functional testing of multiple Loopback/ third party integrations including payroll and VAS process
- Learned and supported team in Core HR configurations and testing for CRP and UAT for multiple countries implementation

CONTACT DETAILS

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 Malad East, Mumbai
400097

EDUCATION

Bachelor of Science (IT)

SIES College of Commerce and Economics

July 2016 - May 2019

CGPI - 8.72

SKILLS

- Oracle Fusion Absence Management
- Global Core HR
- Oracle HCM Data Loader
- Fast Formula
- BIP Reports
- SumTotal Learning Management
- MS Office
- MS Visio
- Tableau (Dashboarding & Analytics)
- Process Design/Improvement
- Change Management
- Leadership/Team building

Analyst

Deloitte India | Mumbai | Jun 2021 - Jun 2022

Environment: Oracle Cloud HCM

- Led the Data Conversion track for the Absence Management module involving 3 years of historical data for 70000+ employees and Contractors
- Coordinated with Clients, Vendors to track errors. Resolved data errors by understanding functional concepts, setup, and dependencies, identifying the root causes & then determining the most efficient solution.
- Responsible for coordinating with cross-functional teams to understand and gather the report requirements for Core HR, Absence, and Third-party modules
- Development of FRICE components - BI Publisher reports, integration reports

Environment: SumTotal LMS

- PMO: Liaised between the client and the vendor for gathering & translating requirements. Lead a team of 2 to ensure quality and time-bound delivery. Coordinated with cross-functional teams and key stakeholders for smooth implementation, and deliverables. Responsible for communication across leadership and business functions to ensure alignment.
- Change management: Analyzed and measured Change Impact. Identified potential risks and proposed efficient methodologies for a smooth transition and leveraging the product adoption

Associate Analyst

Deloitte India | Mumbai | Oct 2019 - Jun 2021

Environment: SumTotal LMS

- Advanced Reporting & Analytics: Worked on Advanced reporting tool to deliver reports and KPI dashboards related to LMS adoption, process efficiency, and relevant metrics to client and leadership based on requirements
- Designated SPOC: DS for a vendor to handle system, reporting & SCORM-related issues. Analyzed Incidents, Requests, and problem cases adhering to the SLA and provided solutions to clients.
- Tableau: Supported the development of the Succession Management Interim Solution Model on Tableau tool to provide potential successor readiness across Pivotal roles, role fitment, and competency Gap analysis to clients. Visualization of their performance wrt different attributes and their development insights

AWARDS & RECOGNITIONS

- **Live the Dot** award for exemplary performance in IT Consulting Client - Engagement
Nov 2022 | Category: Client Centricity, Collaboration
(Responsibility: Oracle Fusion Absence Management Requirement Gathering, Blueprinting, and Documentation)
- **Move the Dot (Team)** award for outstanding contribution to Banking & Finance Sector Client - Engagement
Oct 2022 | Category: Client Centricity, Collaboration
(Responsibility: Oracle Fusion Absence Management Implementation)
- **Live the Dot** award for exemplary performance in Professional services IT/Digital Transformation Client - Engagement
Dec 2021 | Category: Client Centricity, Collaboration
(Responsibility: Oracle Fusion Absence Management HCM Data Conversion & Reports)
- **Live the Dot** award for exemplary performance in Oil & Gas industry PSU - Engagement
Nov 2020 | Category: Client Centricity, Collaboration
(Responsibility: LMS PMO, Advanced Reporting & Analytics)

LEADERSHIP & VOLUNTEERING

- **EDIT 2018-19 (Vice Chair Person):** Accountable for managing Publicity, Creatives, PR, and Digital teams for the Annual Departmental festival
- **EDIT 2017-18 (HOD):** Accountable for leading the Creatives team for the Annual Departmental festival. Volunteered for the Core Finance team for fundraising
- **FANTASIES 2016-17:** Volunteered for Celebrity Management and Hospitality team for the Annual College festival

LANGUAGES

Hindi: Native Language

English: Advanced



Hindi: Proficient



Korean: Beginner

