



## Senior PeopleSoft Developer

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## Senior PeopleSoft Developer – Cendien – PeopleSoft Experts

### PeopleSoft Professional Services

Over 8+ years of total HR related experience and over 6+ years of experience in PeopleSoft HRMS (7.5, 8.3, 8.8, 8.9, 9.0) modules that include Payroll for North America, Base Benefits, Benefits Administration, HR, ESS and MSS. Experienced in ERP requirement analysis, end-user training, Functional design, implementation methodologies, conversion/interface strategies, data mapping, Functional design customization, testing and issue resolution.

Strong analytical and problem solving skills along with outstanding learning capability, the consultant project roles have encompassed planning, analysis, design implementation, trouble shooting and system testing support. The consultant functional experience includes performing Unit Testing, data integrity, setting up tables at company level and employee level, comparing Compare reports for Upgrades, analyzing audit reports, running payrolls, benefit enrollments.

### PeopleSoft Technical Skills

PeopleSoft PeopleSoft HRMS 7.5/8.3/8.8/8.9/9.0 ( Payroll for North America, Base Benefits, Benefit Administration, HR, ESS & MSS)

People Tools Application Designer, PeopleCode, Application Engine, SQR, Component Interface, Workflow, and Data Mover, PS Query, Tree Manager

Reporting Tools Crystal Reports, SQR Reports, Workflow Technology

Operating System Windows 2000/XP, Linux, Unix/Solaris

Databases MS SQL, Toad for SQL Oracle 9i

Languages SQL

Other Software MS Project

### PeopleSoft Clients / Experience

#### Financial Institution Client

#### PeopleSoft HCM Lead/Functional Analyst

Lead for an Upgrade of Core HR, Payroll, Base Benefits and Benefits administration from Version 8.8 - 9.0.

- Functional Lead for HCM v8.8 Upgrade to PeopleSoft HRMS Release 9.0.

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- Lead the Fit/Gap, BPD's with the business owners for the upgrade of HR, Payroll and Benefits Administration.
- Conduct meetings with the Managers, Team Owners and staff to identify information needs, current challenges, planned initiatives and possibilities for business process improvements.
- Lead position to facilitate requirements gathering sessions and fit-gap efforts in preparation for an upgrade project of PeopleSoft Payroll, Core HR, Base Benefits and Benefits Administration including the Employee and Manager self-service modules.
- Lead the customization and the integration efforts on the upgrade of Payroll, Core HR, Benefits Administration, ePay and other self service modules
- Assist project team with functional analysis, Educate business groups for delta knowledge between PeopleSoft 8.8 and 9.0 HCM and Demonstrate and evaluate key enhancements in the new release which include:
  - Payroll – Garnishments Setup and Processing Enhancements.
  - ePay - Paycheck Options Table, View Paycheck, PDF Paycheck, Year-End Forms and W-2 Online Processing.
  - HR - Person Model, Contingent Workforce Management, Persons of Interest Management, Configurable Actions and Action Reasons, I-9 Compliance, Direct Reports, Text Catalog and Workforce Transactions in ESS and MSS (eProfile and eProfile Manager Desktop).
  - Benefits – Dependent/Beneficiary Enhancements, Covered Person Types, Multiple ABBR's, Calculation Rules, Rate Configurations, ERISA Enhancements and Event Rules in Dependent Coverage.
- Retrofit customizations during 9.0 upgrade, work with Business Users to understand and map functional specs.
- Produced a well-defined and detailed Training Guide for each HCM module - documenting the customizations and highlighting the new functionalities.

Environment: Peoplesoft HCM 8.8/9.0(Core HR, Payroll, Base Benefits, Benefits Administration, Employee Self-Service (ESS) and Manager Self-Service(MSS)), Oracle 9i and UNIX.

### **Financial Institution Client** **Functional Consultant**

Project involved preparing for an upgrade Core HR, North American Payroll and Benefits Administration from Version 8.3 to 8.9 of PeopleSoft. Tasks included gathering requirements from users and planning for the upgrade, then participating in implementation of the upgrade.

#### Job Responsibility and Roles:

- Conducted Fit-Gap Analysis on the upgrade of the modification and customizations of Payroll and Benefits Administration.
- Wrote functional specifications for Benefits, Payroll modules.
- Gathered information related to Benefits functionality and its roles, duties, information and processing requirements and issues from the key users.

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- Involved in design and setup of Automated Benefit Programs, Event rules and Eligibility rules for Open Enrollment and Event Maintenance.
- Provided post-live assessment of the Benefits module functions and issues relating to Benefits Administration, COBRA Administration and Benefits billing applications.
- Helped define tax tables and pay groups for new companies.
- Researched and solved multiple issues regarding Tax data for employees working in multiple states as well as conversion and new hires.
- Provided on call assistance during peak payroll processing times.
- Trained users in aspects of payroll.
- Ran queries to gather data for analysis and presentation to the client.
- Met weekly with the client to review open issues and potential solutions.
- Wrote up documents for new development and customizations that had to be made to the system.
- Ran multiple payrolls from start to finish, including audit reports, calculations, confirms and W-2 processing.
- Designed, developed, and implemented new applications and reports involving the PeopleSoft Interface, HR, and Payroll teams.
- Gather HR enhancement requirements from key HR end-users and coordinate completion of development requests.
- Maintain HR tables as required.
- Coordinated with the Security Team to configure HR Security for all HR/Benefits/Payroll Roles/User Profiles.
- Helped with conversion issues on the client side for transition of companies into PeopleSoft.
- Gathered client's requirements from users and administrators about Benefit Programs, Plan Types, Plans, Rules and Rates and incorporate them into the system.
- Worked on designing and implementing solutions for the support of business requirements.
- Setting up configuration activities for the new business unit and payroll tables.
- Assisted technical team and the Data Base Administration in functional specifications of the application.

Environment: PeopleSoft HRMS 8.8/8.9(Payroll, HR, Benefits Administration) Oracle, UNIX, MS Projects, MS Word, MS Excel

### **Pharmaceutical Client** **Functional Consultant**

This Project involved the implementation and testing of the Core HR, Payroll for North America, Base Benefits and Benefits Administration module on version 8.8. Project Responsibilities included setting up the Core tables in Base Benefits, Payroll for North America, and setting up rules in Benefits Administration.

Job Responsibility and Roles:

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- Gathered client's requirements from users and administrators about Benefit Programs, Plan Types, Plans, Rules and Rates and incorporate them into the system.
- Worked on designing and implementing solutions for the support of business requirements.
- Prepared requirements and solution documents for the client with the collected data.
- Worked with multiple business units and interacted with all levels of administration.
- Conducted workshops for user education on Payroll/Commitment Accounting/ Base Benefits.
- Prepared functional specifications for reports and interfaces.
- Configured all the base tables including Company, Job Data and Earnings.
- Designed and Configured Accounting and Payroll.
- Designed and configured all deductions, earnings, benefit plans, Work Groups/Pay Groups and other supporting Tables including mapping of Earnings Code.
- Configured Earnings/Deductions Account Templates, Earnings/Deductions Account Mapping Tables, Tax Accounts Mapping Table, Department Offset Group, Budget Benefit Groups, Position Pool Table, and Department Budget Table and mapped HR Business Units with GL Business Unit.
- Mapped Employee ID's to new Dept ID's, Payroll Business Units to GL Business Units and Earnings Codes to new Accounts.
- Creation/Enrollment, Paysheet Creation, Pay Calculation/Confirmation and all other Post Confirmation processes/reports.
- Supported conversion team on detailed mapping.
- Wrote test scripts/plans for system integration tests and Parallel Tests, and worked closely with the GL team during the consultant phase.
- Carried out system integration tests and supported users on Parallel/UAT.
- Base Benefits and Benefits Administration Setup including Benefit Plans and Benefit Programs.
- Set up Eligibility Rules and worked with custom Eligibility Configuration fields
- Set up of geographic eligibility rules as a part of automation of benefits administrative process.
- Implemented the Open Enrollment processes; Customization of enrollment forms and confirmation statements.
- Set up eligibility rules for mechanization of Open Enrollment and Event Maintenance processes.
- Meetings with user groups to define security configuration and synchronized efforts with Technical group for implementation.
- Participated in documentation including (SetIDs, Business Units, Department ID and Locations ID).
- Conducted full Base Benefits & Benefit Administration Audit and reconfigured setup tables as necessary.
- Responsible for maintaining and enhancement of set-up data for HR.
- Coordinated with other report-providers and data experts in HR and outside to ensure quality and accurate reporting
- Involved with the testing team in performing parallel testing of Benefits module right from HR transaction to Payroll paycheck process.

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Environment: PeopleSoft HRMS 8.9, (Payroll, Core HR, Base Benefits, Benefits Administration), SQR, and Oracle 9i on UNIX

### Packaging Client

#### Functional Support Consultant

#### PeopleSoft Upgrade Project (Version 8.3 to Version 8.8)

Project involved preparing for an upgrade of Benefits and Benefits Administration to a higher version of PeopleSoft. Tasks included gathering requirements from users and planning for the upgrade, then participating in implementation of the upgrade

#### Job Responsibilities and Roles:

- Participated in the performance of impact and Fit-Gap analysis on the system from upgrading to Version 8.8 from Version 8.3.
- Participated in the module war room sessions for process definition gaps, data feeds from the external system, interfaces, and process maps.
- Involved in Configuring the MSS (Manager Self Services) for Promotion, Salary Change and Termination processes.
- Configured the ESS (Employee Self Services) for the Personal Data Update, Marital status update, Name Changes and Address Changes.
- Involved in Rollout of the configured Self Service Modules.
- Written and executed the Test Scripts.
- Configured the Test Environment.
- Coordinated the UAT.
- Conducted needs analysis to identify system requirements and develop design assessments based on client specifications identified through various meetings with users and project stakeholders.
- Gathered requirements from systems administrators and end users to facilitate customizations into upgrade environment.
- Worked on functional design of SQR's relating to Benefits, and Benefits Administration.
- Modified existing queries because of change in table structure in Version 8.8.
- Created multiple Run Control Pages to run the SQRs.
- Outlined updates and fixes, the vendor needed to apply after upgrade using PeopleSoft Customer connect site.
- Work with the test team to write functional Test Scripts to test and ensure that customer/user requirements were met.
- Participated in the setting up of Benefit Plans and Benefit Programs.
- Worked extensively in Benefits Administration Open Enrollment and Implemented data validation rules.
- Conceptualize and recommend HR information systems
- Analyzed Bundles for HR, Benefits, Payroll, to upgrade to PeopleSoft 8.8 SP1.
- Worked with the User community for the knowledge transfer session.
- Attended status meetings on system related issues.

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Environment: PeopleSoft HRMS 8.34, SQR, HTML, Oracle, and UNIX

### Health Care Client

#### PeopleSoft HRMS v8.0 Functional Support

- Provided analysis to ensure that payroll business functional requirements were well defined.
- Updated application with appropriate business requirements for meeting the system configuration needs, and reviewed all payroll output reports validating accuracy and completion.
- Balance the PeopleSoft Payroll summary with the General Ledger Interface, and the monthly recap of allocations Financial-reporting system.
- Assisted with payroll application testing, documented and executed payroll system functional test scripts, ran payroll processes.
- Collaborated with benefits and HRIS Business Analyst and system developers to ensure that PeopleSoft application integration points were identified and successfully managed.
- As lead, insured the setup, configuration and testing of payroll calendars, pay run ids, pay groups, non benefit general deduction, garnishments, special accumulators, earning programs and earnings codes, tax table ownership, with the completion of on-cycle and off-cycle checks, direct deposit along with retro pay programs.

### Manufacture Client

#### PeopleSoft Payroll Analyst

Responsible as a PeopleSoft Payroll analyst in design, and implementation of PeopleSoft HRMS v 8.0 applications. Responsible for maintaining and enhancing existing software applications and their documentation.

- Gathered business requirements from users and created designs for enhancements and to remedy defects.
- Responsible for the creation, modification, execution and tracking of test cases.
- Developed comprehensive business requirements that enabled the development team to generate a more accurate Level of Effort estimate, reducing time to produce technical specifications.
- Utilized MS Project to manage work plans and generate a realistic time line.
- Analyzed business needs and tracked project activities, progress to date and changes in scope.
- Provided guidance and support to the users in their efforts to become proficient in the use of the applications.
- Worked with technical developers to correct issues in the functioning of applications.

### Manufacturing Client

#### HR – Payroll Analyst

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- Managed and trained a team of 12 members regarding Company products and procedures.
- Explain company personnel policies, benefits, and procedures to employees or job applicants.
- Assist Human Resource Manager with various Human Resource tasks such as screening applications, performing reference checks and payroll functions
- Responsible for the continuing education and training of new and existing employees.
- Taught employees new and more efficient ways to perform their jobs.
- Assessed and created reports of my team members' performance and provided updates to the management whenever required.
- Maintained reports related to employee benefits and payroll.
- Process, verify, and maintain documentation relating to personnel activities such as staffing, recruitment, training, grievances, performance evaluations, and classifications.
- Interviewed and recruited appropriate personnel for designated positions.
- Answer questions regarding examinations, eligibility, salaries, benefits, and other pertinent information.
- Completed monthly and year-end reports regarding new hires, terminations, and transfers.
- Created and maintained personnel information ensuring that all data is in accordance with legal requirements and Nest Management policies and procedures.

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