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empowering business

Senior PeopleSoft Developer
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Senior PeopleSoft Developer – Cendien – PeopleSoft Experts

PeopleSoft Professional Services

- Senior Functional/Technical HRMS Analyst with over 8 years of experience the development, maintenance and design of various Human Resource and Payroll applications.
- SQL Database Administrator
- Thorough understanding of employment laws as related to HRMS
- PeopleSoft 8.0 HRMS global implementation including requirements scope, technical development, testing and training as well as upgrades to 8.8. Strong functional expertise of various PeopleSoft HRMS modules (HR/Payroll, Benefits, A/P, A/R, E-Recruit, Financials)
- Project Manager
- Working knowledge of PeopleCode, application engine, and PeopleSoft workflow, and proficient in report development using SQL, PS Query, SQR and Crystal Reports.
- In-depth knowledge (upgrades, implementation, design) of various HRMS (Human Resource Management Systems). ADP's HR Perspective, PeopleSoft, and Kronos.
- Workstation 4.0, Linux (intermediate) and AS/400 (backup and some admin).
- Software experience include: Various ERP and CRM applications such as: PeopleSoft, UltiPro, SAP, Kronos, Siebel, ADP,
- Thorough understanding of HR Metrics, Relational Database concepts/experience (Business Processes) & Project Management methodologies.
- Reporting Manager for Human Resources, Finance, Marketing and Payroll.
- Organize, plan and execute large scale projects and initiatives
- Speak and write Advanced French and Intermediate Spanish.

PeopleSoft Technical Skills

Installing, Configuring, and Administering Microsoft SQL Server
Designing and Implementing Databases with Microsoft SQL Server
UltiPro Administration, Architecture, Security, Payroll & Cognos Report Writer,
Data Management Processes, GL & Customization Toolkit
UltiPro Business Processes & Workflow, Implementation of Company Bus Rules
Kronos System Setup, Intro to PeopleSoft/HR/Benefits I & II (7.5)
ADP PC Payroll for Windows & ReportSmith
ADP HR/Perspective Reporting, System Setup, Fundamentals, Benefits
Citrix Winframe HRIS-PRO: HR Reporting

PeopleSoft Clients / Experience

Professional Client
Business Systems Analyst/HR Systems Administrator
- Globally managed the firms HRMS department.

- Administered security for all Human Resource databases. Used SQL DB tools to make enhancements to Stored Procedures, Views, Tables and set Security.
- Gathered requirements and generate specifications needed for application enhancement.
- Maintained UltiPro 9.7 HRMS application.
- Supported system infrastructure including tables updates, reviewing notes and patches and participating in testing of patches and upgrades
- Monitored processes between UltiPro and other internal applications (CMS financial, viDesktop, ADP).
- Directed the research and development of HRMS applications communicated recommendations to all levels of the organization.
- Developed and delivered HR systems training.
- Provided daily support for all HR/Payroll/Financial applications.
- Administered the firm's performance evaluation application (viDesktop).
- Facilitated the following HRMS Systems: (Ultipro, Cognos Report Writer, Benergy, ViDesktop, TimeClock Plus)
- Monitored HR related trends and regulations to make sure that the firm remain updated and in compliance with industry standards.
- Analyzed HRMS business processes; confirm best practices are being followed
- Ensured systematic collection and analysis of data (cost per hire, applicant flow, ROI, etc.)
- Directed the development and presentation of data to all levels of the organization
- Ran audits reports to ensure data integrity

Professional Business Client
PeopleSoft Functional HRMS Consultant (DHL)
- Provided HRMS functional support for PeopleSoft 8.8 implementation.
- Gathered requirements and write Functional Specifications according to business Needs
- Troubleshoot and corrected PeopleSoft infrastructure and application problems/errors.
- Using Siebel's COMET 1.2 application, maintained Sales Database
- Performed analysis, design, development, testing, implementation, documentation and problem solving of the web based and client server applications and associated technology components.
- Conducted needs analysis & offer best possible solutions to various South Florida companies (iDX, C&C International & DHL)
- Assisted in the modifications/enhancements of numerous in-house applications & generated customized Reports.
- Trained users to enable maximum use of their organization's HRIS applications.

Telecommunications Client
Global HR Systems Analyst
- Worked jointly with IT to assure the proper development and implementation of HR Systems.
- Generated and analyze, weekly, monthly & yearly reports for our compensation departments and made suggestions for necessary modifications.

- Administered Various Salary Plan and Grade Structure implementations, both into systems and into organizations. Worked with our compensation department to develop a Grade and Salary structure based on location and preset quotas/guidelines.
- Provided Functional/Technical support to various HRIS applications.
- Researched, prepared, analyzed HR/business metrics to make sure that company remained current with industry standards.
- Served as a Co-Project Manager for the implementation & maintenance of several internal web based, HRIS tools.
- Used PeopleSoft 7.62 & 8.16 to track employee transactions. Served as a key figure in the company's implementation of PeopleSoft 7.0 & upgrade of 8.0+… Helped in the configuration, testing of all HR & Payroll modules (HR, Payroll, Benefits Administrations, Financials, eRecruit, Nvision, AR, AP, …). Also assisted in the training of all field/functional users.
- Functionally used SAP HR/Payroll & Benefits to research & process employee transactions.

Management Services Client
Pay Systems Specialist
- Processed, Troubleshoot, suggested modifications, tested, audited and administered time entry system application (Kronos, version 3.5 & earlier) and HRIS (Peoplesoft, version 7.5 & 8.0). Setup and reviewed Kronos programming prior to release of feed to Peoplesoft (HRIS).
- Key player (Subject Matter Expert) in the development, implementation & rollout of company's HRMS upgrade to Psoft 8.0. Organized training for HR & Payroll departments on use of upgraded application.
- Used PeopleSoft HR & Payroll modules to managed Kronos time and attendance interface with HRIS and Payroll processes. On a weekly basis, was responsible for setting up over 14,000 employee files for uploading into company's payroll system.
- Managed efficient and effective interface of all applications/systems that result in accurate and timely associate pay.
- Setup Kronos programming of approved pay incentive plans (such as reservations) and reviewed runs prior to release feed to PeopleSoft
- Identified, analyzed and resolved Kronos and PeopleSoft customer issues in a timely manner.
- Acted as a liaison between IT, HR and Payroll to resolve procedural questions.
- Served as a Project Leader in the implementation of the company's internal Web Application. Used PeopleSoft as a base or foundation.
- Developed, managed and executed Kronos and PeopleSoft standardized and ad hoc query reporting process.

Research Corporation Client
HRIS Analyst
- Using ADP HR Perspective (version 2.5) & Reportsmith, administered the Human Resource Information System (HRIS). Assisted each area of Human Resources with file set-up,

testing and implementation. Established procedures required to standardize and document personnel transactions in an accurate and timely manner.

- Set-up and maintained security and password file on the system. Set-up and maintained system codes and controls such as position codes, status codes, job codes, etc.
- Using Crystal Reports version 7.0 and ADP ReportSmith, designed customized reports (standardized & ad hoc) for Executives according to specifications.
- Worked directly with the Director of Compensation and Benefits to revise the organization's salary & grade structure to coincide with industry standards.
- Troubleshoot problems and interface with I.S. Department to resolve problems and implement changes to computer screens, report, etc.
- Developed and maintained HRIS procedures manual. Solicited user input and distributed updates on a regular basis
- Worked jointly with the Payroll department in processing new hires, promotions, Terminations, and other employee transactions. Set up and trained new users.
- Coordinated with ADP on HR perspectives software problems and enhancements to the HRIS.
- Performed periodic audits of HRIS data to ensure system credibility and data integrity.

Financial Services Client
Human Resource Systems Analyst
- Maintained HR Database for the Latin America Division of the company.
- Used Citrix Winframe HRIS-Pro, an on-line tracking system, to create reports, processes change of status forms, compile personnel statistics and provide HR Services with support on matters pertaining to personnel forms and records.
- Conducted Compensation analysis salary surveys based on the query that was ran through Report smith.
- Acted as a liaison for US/Latin America departments of HR, Finance and IT.

MILITARY SERVICE
Health and Recreation Specialist/Supervisor.
- Worked jointly with Base Medical facilities to provide Fitness/Health and Recreational programs for military personnel and family.
- Supervised a recreational complex, which contained a Fitness, Aquatic, & Recreation Centers.
- Maintained and balanced quarterly cash deposits.
- Maintained assets management database for the Health & Fitness department.

Honors
- Airman of the Quarter & Outstanding Unit, Air Force achievement Medal.

PeopleSoft Education / Certifications

MS Information Technology
BS / Information Technology with specialization in Network Systems and Engineering

PeopleSoft ─ CENDIEN Hyperion Consulting and Staffing Services

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