



## Senior PeopleSoft Developer

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## Senior PeopleSoft Developer – Cendien – PeopleSoft Experts

### PeopleSoft Professional Services

- Over 8 years of solid PeopleSoft experience, working in multiple industries spanning service, insurance and other private sectors.
- Extensive experience with all HRMS modules including Core HR, Compensation, Position Management, Base Benefits, Ben Admin, Payroll, Recruit Workforce, Employee Self Service and Manager Self Service Modules and setup and configuration of different modules.
- Experienced in leading full lifecycle implementations of PeopleSoft HR modules spanning application versions 7.5 – 8.9 and upgrades.

### PeopleSoft Technical Skills

**Packages:** PeopleSoft HRMS 8.9, 8.8, 8.3, 8.0, 7.5/PeopleTools 8.4x  
**Databases:** Oracle, DB2  
**Reporting Tools:** SQR, Crystal and n/Vision  
**Other:** MS Office, Net-Dynamics

### PeopleSoft Clients / Experience

#### Securities Client

#### Lead Functional Analyst PeopleSoft HRMS 8.9,

Working as a senior analyst, The client upgraded from their International based PeopleSoft 8.0 application to 8.9.

- Worked with the client's compensation team to implement Customized eCompensation application. Helped client with the design and the queries for the same.
- Revamped the existing security of the client to meet the SOX requirements.
- Setup, configuration and implementation of eProfile and eProfile Manager desktop.
- Review analysis of HCM 9.0 for the clients requirements.
- Helped the client with ePerformance self service configuration, setup and workflow. Customized the delivered process to meet client requirements. Helped client with the BPI process for the same.
- Setting up security roles for self service for the employees
- Designed and developed crystal reports for the HR Staffing requests of the client.
- Helped client with data cleanup.
- Prepared business SOP's for the client.
- Helping client with the BPI and knowledge transfer on PeopleSoft business processes.
- Training the HR group to do the basic HR queries.

#### Metro Transit Authority Client

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### Functional Lead/Project Manager PeopleSoft HRMS 8.8,

- Working as the Lead Functional Analyst for The Client on their Production Support team.
- Worked with the Client's User team and the IT department to resolve the issues with the newly implemented PS HRMS 8.8.
- Supported the HR Operations team with their daily processes.
- Supported Compensation department with some delivered PeopleSoft processes like Mass Updates and Step Progression.
- Setup the Compensation Plans for the client so that the plan, grades and step match the contractual needs of the client.
- Supported the Benefits team to help them understand the various benefits processes like FMLA, COBRA, Limits, etc. and fixed their configurations to match their needs.
- Provided user training for different PeopleSoft delivered processes like Effective dating in PeopleSoft.
- Provided recommendations to the Business User team for their new operating procedures and business processes on various processes like Position Management, Hire EE's, Job Record, FMLA, etc.

### Container and Packaging Client

#### Functional Lead PeopleSoft HRMS,

Working as a functional Analyst on the PeopleSoft HCM upgrade from vs8.3 to vs8.9.

- Conducted the fit gap of the PS versions for the upgrade.
- Carried on the analysis of the customized queries of version 8.3 and documented the changes that should be made for the queries to run successfully in vs 8.9.
- Did the fit-gap analysis for eProfile, eCompensation and eManager Desktop.
- Prepared the functional design and the test scripts for eProfile, eCompensation, eManager Desktop for the business users.
- Updated the unit test plans to carry forward the upgrade testing of the existing functionality in the new 8.9 environment.

### Medical Supplies Client

#### Functional Lead PeopleSoft HRMS,

Served as a Functional Lead with respect to the analysis, implementation, customization, and testing of the PeopleSoft eProfile, eRecruit and eCompensation Employee Self Service v8.8/8.9, PeopleTools 8.46. Developed a bolt on application for managing the employee stock purchase.

- Functional lead for the Employee Profile (eProfile) Self Service. Recognized the functionality of existing Net-Dynamics Self Service, and analyzed the fit-gap between the delivered PeopleSoft and the existing NetD Self Service. Recognized and documented the additional customizations as required by the client.
- Functional Analyst for the PeopleSoft Employee Compensation (eCompensation) page. Identified the client requirements and suggested the customizations to manage the client needs.

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- Lead the redesign of eRecruit self-service for the client. Prepared the design, and test scripts for the same.
- Functional Lead for a customized Self Service application for managing the Quarterly Employee Stock Purchase Plan. Identified all the requirements of the client and suggested the customizations for the same.
- Identified and created different roles for the employees, and managers to give them different level of security.
- Developed test plans and test scripts for the self- service applications (eProfile, ePay, eCompensation).
- Modified the already existing Permission lists to use the self service functionality.
- Assisted in the requirement analysis of the Manager Self Service for the client.
- Responsible for delivery of Functional Specs, Design Documents and test scripts for all the above.

### Insurance Group Client

#### Lead Functional PeopleSoft HRMS,

Functional Lead Analyst for the implementation of PeopleSoft v8.8, PeopleTools 8.44 for Core HR, Administer Workforce, Recruit Workforce, Payroll, Benefits, Benefits Administration, and Self Service modules for the client. Gathered and defined the business requirements as well as develop functional specifications for customizations. Coordinated efforts for over 5 separate departments throughout all phases of project lifecycle.

- Responsible for delivery of Fit/Gap Analysis, Gap Resolution, Data Conversion, Mapping Specs, Functional Specs, Design Documents, Test Scripts and Security Matrix.
- Conducted business process review session for establishment of new process design.
- Identified and carried forward the conversion from the legacy to PS 8.8 system.
- Identified and analyzed the customizations to delivered processes, reports and workflow.
- Identified the eligibility and events for the Benefits Administration process for the client.
- Customized e-Profile, e-Recruit and ePerformance as per business requirements.
- Created different roles for the different users as per the business requirements. Created new permission list according to the security access for each role.
- Customized the Manager Self Service (MSS) where we added new customized pages to view the information about the employees returned from vacation etc.
- Designed a bolt-on Application Long Term Care for the employees and retirees of the client.
- Assisted technical lead in the development and unit testing of all conversion programs, system customizations, interfaces and reports.
- Conducted User Acceptance testing and prepared training documents for the client.
- Responsible for functional support and all HR-related tasks throughout all phases of the project including cutover weekend and post-production.

### Retail Supply Client

#### Sr. Functional Analyst PeopleSoft HRMS,

Involved in the full life-cycle implementation of PeopleSoft HRMS 8.3. (HR, Administer Workforce, Recruit Workforce, Employee Self Service modules.).

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- Project deliverables included fit/gap, project task list, test scripts and setup/customization matrix. Identified and documented customizations and detailed process workflow requirements.
- Set up PeopleSoft HRMS Collaborative Self Service Applications like ePay, eProfile and eRecruit.
- Worked with the development team to determine gap resolutions and customization.
- Identified the reporting needs, setup workforce business process, setup competencies, applicant information requirements, screening criteria, interview evaluation and authorization rules etc. for eRecruit.
- Involved in setting up & modifying the workflow in PeopleSoft HRMS for maintaining Personal, Job data & departments, Hiring & terminating the employees etc.
- Developed the test scripts and test cases.
- Developed and conducted the User Acceptance testing for the business groups.

### Utilities Client

#### **Sr. Functional PeopleSoft HRMS,**

Led the implementation of PS v8.0 (HR, Payroll, and Base Benefits, Ben Admin). Overcame major challenges dealing with heavily customized application, coordinating implementation effort across multiple locations, and resuming previously started but incomplete initiatives with little prior documentation or direction

- Analyzed client's current business process, and provided the business requirements, fit-gaps, reporting needs, and documented the analysis, requirements, fit-gaps, data conversion and design specifications.
- Involved in setting up the HR tables, and configuration values.
- Involved in setting up benefits eligibility and event rules. Worked on Benefit Information, Define Benefit Plans, Customize Benefit programs with the Benefit/Deduction Program Table Group, adopted Benefit programs for Health Plans, Life & AD/D plans, Dental Plans, Establishing Rates and Calculation Rules.
- Analyzed the various inbound and outbound interfaces for the project.
- Developed tests scripts and test results in all the testing phases from Unit Test through QA testing for the PeopleSoft 8.0.

### Retail Client

#### **Functional PeopleSoft HRMS,**

Led the upgraded of PeopleSoft HRMS from version 7.5 to 8.3, modules included Core HR, Base Benefits, and Payroll. Client operated in multiple-job environments. Completed all project deliverables on time and within budget given a very tight time frame.

- Responsible for delivery of fit/gap, data conversion, functional specs, testing scripts, training documentation and coordination of all functional tasks through all phases of project including security setup.
- Identified the customizations required to the existing processes as per client requirements.
- Directed technical lead in the development and unit testing of all system customizations, interfaces and retrofitting of reports/queries.

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- Analyzed the interface program to extract employees Open Enrollment eligible plans, options and costs data for new plan year.

### Financial Client

#### Functional PeopleSoft HRMS

Provided functional product knowledge for the client for Core HR, Payroll, and Base Benefits and was responsible for conducting fit/gap analysis for the implementation.

- Responsible for independent review of existing business requirements and recommendations on changes and/or enhancements to content.
- Responsible for documentation and testing of the requirements.
- Developed customized Queries and Crystal Reports in the area of Contracts to meet specific client requirements.
- Identified and documented the customizations to the on-line PeopleSoft applications as per client's requirement.
- Identified new reports for the client and documented the same.

### PeopleSoft Education / Certifications

Bachelors in Computer Science

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