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Senior PeopleSoft Developer
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Senior PeopleSoft Developer – Cendien – PeopleSoft Experts

PeopleSoft Professional Services

Over 12 years of IT professional experience, includes 11 years of PeopleSoft HCM and Financials with strong Functional and Technical skills i.e. Core HRMS, Payroll, Payroll Interface, Benefits, Benefits Administration, Recruit Workforce, e-Recruit, Position Management, T&L, GL , PO and Billing.
Trained and Self-motivated with proven records of successful implementations at major clients. Personally involved, contributed and experienced in all phases of PeopleSoft HCM project implementation i.e. systems analysis, assess, fit-gap, design, development, conversion, Interfaces, upgrade, development, testing/ deploy, integration, data migration and production support at different major clients of different industries like Banking, Insurance, Telecommunications, Real Estate, Financial, Health Care and Manufacturing.

PeopleSoft Technical Skills

PeopleSoft Functional Skills
Human Capital Management
Payroll
Base Benefits
Recruit Workforce
Payroll Interface
Enterprise Incentive Management
Variable Compensation
Compass Methodology
Time & Labor
e-Benefits
eRecruit
e-Pay

PeopleSoft Technical Skills
People Tools
People Code
Application Engine
SQR
PS/ n Vision
File Layout
Crystal/ Query
Import Manager
Process Scheduler
Tree Manager
Data Mover
8.x Security

Component Interface
SQA Robot
Upgrade Assistant
Change Assistant
Integration Broker
Server Admin
Databases
Oracle 9i
SQL Server 7.5, 2000, 2005
Sybase
Operating Systems
UNIX
Windows NT, 2000, 2003
DOS
Programming Languages
People Code
C / C++
HTML
Visual Basic
UNIX Shell
Java
COBOL
SQL
PL/SQL
Additional Skills
Fit/Gap Analysis Presentation
Testing
Project Management
Oracle Apps
Visual Basic
PS Recruitment Process DB

PeopleSoft Clients / Experience

Chemical Company Client
HRMS Techno Functional Consultant

- People Soft HR, Ben Admin, Payroll Interface.
- For this project, serving as a Project Consultant, provided production and functional support on HR, Payroll Interface and Benefit Administration Modules. In this role performed multiple tasks on various teams which included; Process reviews, preparing Functional Specification Documents, preparing detailed testing scenarios, executing detailed testing scenarios and reviewing results, reviewing reporting needs and preparing detailed specifications for custom reports, and reviewing interface needs and preparing detailed specifications for the interfaces. Also assisted in the planning and execution of both Detailed Unit Testing, as well as System Integration Testing.

- The client is in the process of migrating non-exempt/exempt salaried and hourly employees from its newly acquired company Engelhard PeopleSoft HR system Fidelity HR system. As a conversion lead designed conversion strategy, developed design document for HR and payroll conversions from PeopleSoft to Fidelity. Also, responsible for gathering & defining requirements, functional and technical scope definition, Gap-Fit analysis, data mapping, system integration, testing and debugging.
- Designed and built a critical Payroll tax filing interface from People Soft to Fidelity in order to do combined tax filing after each payroll and also quarterly filing.
- Designed and developed new Fidelity 401(k) interfaces as a part of new benefits introduced by the client.
- As a part of pay frequency consolidation from Monthly to Bi-Weekly analyzed and changed Payroll Interface setup and also the process which export data to Pro Business.

Health Care Client
HRIS Systems Manager

- HR, Benefits, Payroll, eRecruit, ePerformance
- As a HR Systems Manager, managed and directed ERP development resources whose responsibilities include technical development and maintenance of ERP custom development components, including interfaces, reports, on-line customizations and batch job customizations.
- Participated with implementation vendor in IDP sessions to analyze and identify the current legacy system will fit into PeopleSoft. Gathered requirements from HR, Payroll and Benefits users, analyzed the differences between PeopleSoft delivered and the customer's requirements to design and develop documentation according to business needs. Led the team through design and review sessions for Security Strategy, Conversion Strategy, Reporting, and Interfaces
- Assigned enhancement and maintenance work to development staff, including estimates for resource requirements for development tasks. Monitors progress on tasks. Developed quality reviews development design specifications and other deliverables for accuracy and completeness.
- Additional responsibilities include, such as, ERP Technology Infrastructure Management to analyze and schedule system development, testing and deployment of system patches/fixes, tax updates and system enhancements. Managed major technical commitments and resources to ensure all work is coordinated and completed for delivery on time and organized staff meetings with all technical development staff; resolves issues, manages risks, and escalates key issues to overall IS Applications management.
- Facilitated the proper transitioning of technical support tasks and resources from implementation to support and also, did reviews on technical development team deliverables for accuracy and completeness.
- Took additional responsibilities such as, SQL Server DBA to maintain different environments, install new software and scheduled regular backups. Managed multiple Web Servers to support and create different application servers. Also as a part of PeopleSoft

Upgrade to SP1 from HCM 8.8, created templates and jobs using upgrade assistant and completed upgrade successfully to Service Pack 1.

Health Care Client
PeopleSoft Senior Consultant

- PeopleSoft EPM/EIM QA & Testing:
- Create EIM Field Readiness Intellectual Property, create EIM field readiness deliverables, and contribute to testing and to developing field readiness intellectual property materials.
- Software Industry Functional and technical areas: Compensation, EPM and EIM in version 8.8.
- Involved in EIM system analysis and also part of QA testing. Product areas covered include Data Management, Configuration, Calculation and Reporting. Reviewed feature documentation and technical design documentation. Wrote test requirements and test scripts for the module. Conducted tests and logged incidents as necessary, regressed tests and closed incidents

Health Care Client
PeopleSoft Senior Consultant

- HR, e-Benefits, Payroll, Ben Admin
- Involved in Implementation and go-live for one of its location for a major Health Care company. This project includes the Human Resources, Payroll, eBenefits and Ben Admin modules.
- Involved in analyzing their business requirements and developed a detailed documentation for further development by customizing the product.
- Developed a critical process for Ben Admin to send an automated email to an employee whenever an event is open by using the combination of application engine, component interface and workflow peoplecode.
- According to the customer Health care business some of their benefits are paid by practice, so updated online eBenefits pages and written object based peoplecode to meet their business requirements.
- Created several batch processes using SQR and Application Engine to find out their part time per diem employees who are eligible for benefits and update or insert new records into their benefits system for further processing in Ben Admin.
- Created reports in HR using row level and Manger level security in which the manager's can see the employees within their department and if one of his/her employee is a manager then they can also see the employees reporting to that person.
- Created a required time off process to show their time off on their paycheck using SQR.

Financial Institution
PSC Senior Consultant

- HR, Benefits, Payroll Interface, Time and Labor

- Involved in all phases of PeopleSoft HRMS 8 Implementation at Mid-Atlantic Headquarter site for a major bank.
- This project included the Human Resources, Payroll Interface, Time and Labor and Training modules.
- Key role in the project was:
- Involved in designing and developing Inbound and Outbound interfaces like Met Life Import/Export, Putnam 401(k), Compensation, year-end leave accrual process etc., using SQR and Application Engine and also created several background update processes using SQR to update and refresh the data in the database.
- Created department and query security trees and also worked extensively with PoepleSoft Security.
- Created Time and Labor Interface process to send time entry to external ADP payroll system.
- Extensively used Application Engine and SQR to convert employee level data for all modules from legacy system to Peoplesoft Oracle database.
- Created custom pages and records to generate compliance reporting for training module.
- Created a detail and complicated report in Training module for Recruiter's to see all Open, Filled, Hold and Cancelled Job Requisitions.
- Used Object based peoplecode for edit, warnings and error checks to fulfill customer business requirements.
- Written complicated peoplecode to resolve salary admin plan to be default from location table instead of job code table on job pages.
- Worked very close with Payroll Interface and Time & Labor functional consultants to troubleshoot and resolve problems while running Payroll Interface Import/Export, Deduction Calculation and also Time and Labor Time Admin process.
- Created detail documentation for each and every project created during the implementation by using a standard and well-designed template.
- Involved in all testing phases testing like, Integration, System, User acceptance and Parallel.
- Also involved in post-production support after go-live.

Real Estate Client
PSC Senior Consultant

- HR, Benefits, Payroll Implementation
- PeopleSoft HRMS Implementation for major Real Estate Company.
- Demonstrated an extremely in-depth knowledge in all phases including product customizations, data conversion, security, network architecture, interfaces, testing and also involved in detailed data reconciliation process.
- As part of implementation, client needed to distribute all earnings to various departments/accounts. Clearly understood the delivered functionality of the PeopleSoft Earnings Distribution and how it did meet the client's needs and delivered a practical, user-friendly process utilizing technical skills.
- Worked with both technical and functional team members to increase their understanding of the product (i.e. Record definitions, SQL, panel design and functionality)

- Wrote detailed documentation and designed interfaces to client's medical/health plan providers using SQR report writer.
- Has clearly demonstrated an exceptional knowledge of PeopleTools, SQR, and PeopleCode through all of the customizations and interfaces that he has developed in this engagement.
- Provided sound direction and assistance in working with other PS organizations such as the E-Center.

Telecommunications Client
PeopleSoft Consultant

- HR, Benefits, Payroll Implementation, Ben Admin
- PeopleSoft HRMS Implementation for a major Telecommunication company. Tasks in the project were:
- Customizing the Peoplesoft delivered version according to the customer's business needs and also delivered his analytical skills to meet the design requirement for the customization.
- In the process of Peoplesoft HRMS Implementation developed several Inbound and Outbound Interfaces using SQR tool. (Ex; MetLife, Cigna, Mellon Bank).
- Analyzed the new report's required after the postproduction go live and developed using SQR and Crystal and also involved in the production support.
- Developed the user-friendly tool for the concurrency process of running different SQR and COBOL process using Peoplecode.

Health Care Client
PeopleSoft Consultant

- HR, Benefits Administration
- Leading and stabilizing the new environment that was set up with upgrade from PeopleSoft version 6.0 to version 7.5. This involved;
- Troubleshooting problems in HR, Payroll and Benefits Administration.
- Set up customized programs for compensation, open enrollment and performed an upgrade to HRMS 7.51 in order to eliminate non-critical problems that resulted from the upgrade from version 6.0 to version 7.5,
- While resolving the issues of tax upgrades for year-end, also helped the client in developing compensation and health benefits reports using SQR's.
- Applied Tax Updates C, D E and F from 7.50 to 7.51. As the part of PeopleSoft upgrade applied PeopleCode changes from 7.50 to 7.51.

Technologies Client
PeopleSoft Consultant

- Payroll and Benefits Administration

- Key responsibilities in the project as a process of open enrollment process were:
- SQR Reporting, Project Upgrade and migration, PeopleCode, Record and Panel Modifications.
- Wrote SQR Reports for Benefit Administration Open Enrollment and Confirmation statements. Modified records, panels and peoplecode for Benefits function. Assisted in testing.
- Exported projects to other database environments. Assisted with technical questions for Time & Labor team as necessary.
- Managed the Payroll system and developed Bond Deduction Conversion and Interface program using SQR for Payroll module in HRMS.
- Created panels, menus and generated record definitions scripts for the Workforce Management System (WMS) project in Peoplesoft using People Tools and also developed several SQR reports, Crystal Reports for the new WMS system. These reports are linked to the Peoplesoft application using the process scheduler.
- Maintained the Job Summary panel to get the Semimonthly _Rt along with Monthly_Rt, Hourly_Rt and Annual_Rt in Administer Workforce (U.S) and also modified xlatvalue in Job_data 2 Panel.
- Created and maintained several Unix Scripts to run the SQR's in production as a batch, which is then transferred to Mainframe DB2.

Technologies Client
PeopleSoft Consultant

- PeopleSoft Financials/Distribution.
- As Part of the post implementation support written SQL Scripts for data cleanup in the OM /BI /IN Tables. Created SQL/SQR tracing and interacted with GSC to troubleshoot on Shipping and Billing issues.
- Used Query Manager extensively to identify Orders with multiple Ship-To addresses and also for generating adhoc reports to the users upon the request.
- Customized and changed printing formats for several SQR's and Crystal reports for Purchase Orders, Sales/Revenue and GL Interface.
- Written PeopleCode on Order Entry Panel to meet the customer business requirements such as, calculating the discount for each component in the product kit, where PeopleSoft delivered version calculates the discount on the product kit price instead of each component price in the kit.

Insurance Client
PS Consultant

- PeopleSoft Billing and Receivables Implementation
- Tasks in the project were:
- Involved in the Conversion of data from legacy system lotus notes to the PeopleSoft Financial System by writing SQR's and Import Manager Scripts.

- Managed the implementation of PeopleSoft Billing Invoices and Receivables for a major Insurance company. Performed Accounts Receivables Crystal Reports for Statements and Dunning Letters to print according to Client specifications.
- Setup Process Scheduler definitions for custom and developed SQR's and Crystal Reports.
- Customized Lock Box SQR Interface for loading dates and amounts from HSB's legacy system into the PeopleSoft Financial application.
- Worked in ESP workload Manager Extension for Windows NT for setting up the Batch Processing of SQR, COBOL, and Application Engine Jobs on the NT-Server according to HSB's daily, weekly, and monthly schedules.
- Involved in regression, system, pilot, and unit testing and user acceptance testing of the software.

Insurance Client
PS Consultant
- PeopleSoft Benefits Implementation
- Involved in implementation of PeopleSoft Benefits Administration Savings Plan in HRMS.
- Did data Conversion using SQL Loader, SQR's and Import Manager.
- A new savings plan was implemented to link the external outsourcing, PeopleSoft Benefits Administration and Payroll deductions. Created record definitions, panels, menus for the new functionality, which is not provided by the PeopleSoft using application designer.
- Various reports and interface programs were written in SQR and linked to PeopleSoft menu and ran using process scheduler.
- Audit records were created to keep track of on-line processing for the new records created.
- Customized the PeopleSoft panel to enter sharing percentages for different contingent beneficiaries.
- Modified and reformatted benefits billing reports according to the user requirements and company business rules.

PeopleSoft Education / Certifications

Master of Computer Applications
PeopleSoft HCM/FDM/EPM in PeopleSoft University Pleasanton, CA and Teaneck, NJ

PeopleSoft — CENDIEN Hyperion Consulting and Staffing Services

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