



Senior PeopleSoft Developer

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Senior PeopleSoft Developer – Cendien – PeopleSoft Experts

PeopleSoft Professional Services

- IT Professional with over 7 years of experience in Peoplesoft and over with 5 years as a Peoplesoft Business Analyst.
- Expertise in Peoplesoft Business Analysis, Design, Implementation, Reporting, Data Structure Modeling, Upgrading, Testing, Production support, and Troubleshooting.
- Creative and Strategic problem solver who always delivered timely and with-in budget solutions for complete project life cycle.
- Worked in full life cycle implementation of PeopleSoft HRMS (8.9/8.8/8.34/8.17/8.0/7.5) modules such as HR, Benefits, Benefit Administration, Time and Labor, Total Compensation, Base Compensation, Variable Compensation, Position Management, Payroll, Payroll Interface and Self Service modules (eBenefits, ePay, eProfile, eRecruit, eCompensation).
- Working knowledge of the functional process in the PeopleSoft HRMS module.
- Experience in Testing PeopleSoft Applications by creating Test Plans and Test Cases in the projects worked.
- Significant PeopleSoft implementation experience from selection through rollout including Business Requirements, Fit/Gap analysis, High-level architectural design, major customization and testing.
- Experience in Databases (SQL Server, Oracle, SQL Base, MS-Access, and DB2)
- Skilled in determining business requirements and specifications for complex implementation projects.
- Able to communicate effectively with multifunctional teams, programmers and technical staff at all levels.
- Flexible & Quick learner, who can adapt and execute in any fast paced environment.
- Excellent in Documentation, End-Users Training and Knowledge Transfer.
- Strong leadership and excellent verbal and written skills. Excellent Communication and Interpersonal skills, has clear understanding of business procedures and ability to work as an individual and also part of the team.

PeopleSoft Technical Skills

HRMS Modules: HRMS, Benefits, Benefit Administration, Total Compensation, Base Compensation, Variable Compensation, Time & Labor, Position Management, Payroll, Payroll Interface, eProfile, ePay, eRecruit, eManager, eCompensation and eBenefits

PeopleSoft Tools: Application Designer, PeopleCode, Component Interface, Application Engine, Peoplesoft/Query, Workflow, Data Mover, Configuration Manager, Process Scheduler, Security Administrator, Application Messaging, Component Interfaces, Integration Broker and Tree Manager

Reporting Tools: Cognos 8, SQR, PSnVision, Crystal reports

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Data Management: Oracle, DB2, MySQL, MS SQL Server 7.0, MS SQL Server 2000, and MS Access

Software Tools: Microsoft Visio, Microsoft Project, Microsoft Word, and Microsoft Excel

Operating Systems: UNIX, RedHat Linux, Windows 2000/XP/NT

Languages: C, C++, VB 6.0, VB.Net, C#. Net, Java (JFC Swing, JDBC, Java Servlets, Java Beans), SQL, XML, SQL Scripts, Perl, VB Scripts, JavaScript, SQL-PLUS and Shell

PeopleSoft Clients / Experience

Pharmaceutical Client

Peoplesoft Business Analyst

Responsibilities:

- Served as Key member of the HR Business Technology team on the Pfizer Global Compensation Planning System.
- Participated in the implementation of the new compensation planning system that supported planning globally and that integrated with the core HRMS data and the Performance Evaluation data.
- Worked on full life cycle implementation of compensation planning system. Involved in all stages of the project. The stages include Startup, Requirements, Fit/Gap analysis, High-level architectural design, Functional Requirements, System and Integration Testing, Validation Testing, Load/Performance Testing, Acceptance Testing, Training, Implementation Support, Delivery and Project Completion.
- Gathered and documented initial client business requirements.
- Assisted clients in narrowing requirements based on their business needs versus technical and functional requirements as well as customer support guidelines.
- Performed fit/gap analysis between the delivered compensation functionality of PeopleSoft's HRMS 8.9 system and Pfizer's compensation planning requirements. Based on the Fit/Gap analysis detailed specific functions that need customization.
- Developed functional design documents for AIP (Annual Bonus), LTI (Stock Options), Security and Planning Structure. Developed process flow using Microsoft Visio.
- Developed requirements for interfaces between HR data (HRMS 8.3)/ePerformance (HRMS 8.8) and new compensation planning system (HRMS 8.9).
- Developed requirements to cutover recommended compensation data to Payroll.
- Gathered requirements and designed the user interface for compensation planning.
- Created matrices based on configuration parameters for Merit and Stocks using the Configurable Matrices feature in PS 8.9.
- Defined eligibility rules for Merit (Salary Increases), AIP and LTI using the Group Build facility. Used PS Query Manager for defining the eligibility rules.
- Defined Budget parameters and group budget defaults using Create/Approve Budgets in Base Compensation module.

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- Defined AIP and LTI plans using Variable Compensation functionality.
- Uncovered underlying problems and analyzed them, ultimately delivering insight into client's lack of granular HRMS modules knowledge.
- Responsible for performing in a consultative style in a variety of different analytical roles depending on the given tasks or project.
- Worked with panel of analysts particularly focused on determining methodologies for converting compensation history.
- Worked with development team to establish link between business foundation and technical capabilities.
- Provided project updates accordingly and reported major milestones to Project Manager, Manager and Business Users.
- Prepared documentation to communicate to support user community for systems implementations.
- Completed administrative requirements in an accurate and timely manner (e.g., project status, status reporting and facilitating meetings).
- Experienced in Change Control Management processes for project execution the requirements, design, build, test, and deploy stages along with embedded good project management practices.
- Managed System Changes and Enhancements during the project life cycle.
- Worked directly with clients at all levels and with other teams to identify operational business requirements with sufficient detail and documentation.
- Worked as Reporting Specialist and created customized reports to meet the business needs of HR application report consumer group.
- Gathered requirements for reporting like Executive Leadership Team Report, Employee Compensation Statement, Financial control reports, Total Compensation (Merit, AIP, and LTI) Planning Summary reports, Employee Level Reports, Exception Reports, Download to excel reports, Audit reports and Scheduled reports.
- Based on the requirements developed report layouts and mapping document. Designed reporting data structures.
- Interfaced with Cognos 8 and developed reporting for the compensation system.
- Assisted reporting team in the development of Reporting Catalog. Work with Reporting team in the reporting distribution and development.
- Assisted in the development of action plan in Report Development during the project Life Cycle.
- Developed ad-hoc reports in Cognos during planning phase based on user requests.
- Supported basic reporting needs of application team and made modifications to existing functional reports via Report Studio.
- Developed Executive reports in Excel using formulas, V-lookup and pivot tables.
- Developed test scenarios and cases for all phases of testing. The phases include Functional testing, Integration Testing, Validating Testing, User Acceptance Testing.
- Executed SQL statements to perform cleaning, loading, and validation of data.
- Created and ran SQL Queries to conduct Data Analysis and Data Maintenance.
- Developed documentation for transition and training.
- Involved in knowledge transfer and training. Participated in several sessions for training the trainers and in designing the courseware. Actively involved in end user training to

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make users understand the system functionality and provided extensive functional and technical training to users.

- Administered Security (User Profiles, Roles and Permissions).
- Handled the cases from the Support & Help Desk and understanding user requirements and solving Cases.
- Worked on the Benefits Outsourcing project.
- Created list of test scenarios to be included in benefits extract test files.
- Developed queries to determine that correct population is coming over through the extract file.
- Tested that the benefit links in Authoria are still working.
- Verified that the changes in eligibility/enrollment are reflected in Authoria.
- Worked on Acquisition project.
- Integrated acquisition employees data into Peoplesoft (Job/Position/Personal Data) via feeds.
- Involved in data analysis and testing after the integration.

Environment: Peoplesoft HRMS 8.3, HRMS 8.8, HRMS 8.9, Oracle 10g, Cognos 8.

Government Client

Peoplesoft Techno-Functional Consultant

Responsibilities:

- Gathered requirements for post-implementation enhancements.
- Worked on post-implementation support for page customization, design, and development as well as menu design, process definition, PeopleCode development, and security administration.
- Involved in FIT/GAP Analysis, end user interviews, strategy for customizations and documentation.
- Worked on Business Process Re-engineering, Change Management, Training, Project Technical Supervision and Technical Coordination, Technical Presentations, Program Analysis and Systems Design.
- Worked on the interface requirements from PeopleSoft HRMS (Payroll) system to PeopleSoft Financials (General Ledger).
- Developed PeopleCode validating data edit on a number of panel groups in a multiple table cross-reference & multiple scroll level buffers environment.
- Designed Testing strategy using various testing processors like unit testing, functional testing and user acceptance testing.
- Customized Epay, Ebenefits, and Eprofile modules and wrote peoplecode.
- Created several Run control panels where user can input the parameters to run a report.
- Created several queries for End Users using PeopleSoft Query tool.
- Trained internal personnel.
- Audited & documented changes made to the PeopleSoft HRMS systems.
- Involved in modification of delivered programs to meet desired business specifications as necessary.
- Customized several PS delivered SQR reports per the business needs.

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- Developed reports and processes in the areas of 401(k) administration, general deduction overrides, payroll history, and benefits outsourcing for salary and hourly payrolls.
- Modified and written several Benefits Admin and T&L SQR's for reporting purpose.
- Modified Payroll Summary report to run only for Non-Exempt employees for some specific departments and business units.
- Modified Payroll Check Print report and Direct Deposit Advice Print Report programs as per client's requirement.
- Writing reports for reporting purpose-using nVision, SQR and Crystal Reports.
- Written several data mover scripts to export and import data into PeopleSoft.

Environment: PeopleSoft HRMS 8.34, PeopleTools 8.14, and Oracle 9i on Unix.

Hotel Client Technical Consultant

Responsibilities:

- Worked closely with the HR, Benefits and Payroll department heads and users to gather information for designing the interfaces/Reports and taking various technical decisions on data migration.
- Worked on Peoplesoft Upgradation from PS 7.6 to PS 8.17 Version, which involved running SQL, DataMover, SQR and Application Engine Programs with the help of PS Upgrade Assistant Utility and Application Designer Tools.
- Evolved the complete Strategy for Data Migration from Kronos to Peoplesoft.
- Worked on complete Data Mapping and Data Conversion Scripts between Legacy System and Peoplesoft System.
- Wrote SQR programs for data validation and Error handling to load data into system tables from the given CSV files.
- Involved in the Scheduling of positive time reporting employees.
- Involved in the analysis and designing process of customization in HRMS Application and Employee Self Service Pages. Implemented Workflow for Training Registration Process.
- Customized and Implemented Epay, Ebenefits and Self Service modules.
- Worked on all technical issues related to Application Customization, Data Loading/Cleanup and Reports/Interfaces. Modified Created new pages, components, menu and changed operator security using Security Manager.
- Used PeopleCode to enable the user to enter information about the employees and their hourly rates.
- Identified all Legacy System's as well as new Reports to be redeveloped in PeopleSoft. Designed and developed these Reports/Interfaces by using Query, Crystal and SQR Tools.
- Using File Layout and Application Engine loaded data into setup tables.
- Coordinated efforts of customer development organization during conversion.

Environment: Peoplesoft HRMS 7.50/8.17 and Workflow, PeopleTools, WebLogic Server 5.1, SQR 4.3.4/6.14, Oracle 8.1.7 and Windows 2000

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Retail Client

Peoplesoft consultant

Responsibilities:

- Involved in gathering & defining requirements, overall scope definition in terms of functional & technical requirements, legacy system integration.
- Involved in FITGAP Analysis, end user interviews, upgrade strategy for customizations and documentation.
- Involved in interfacing to PeopleSoft Payroll system to TCD & standardizing Time & Labor Interfaces using Application Messaging Publication/Subscription technology.
- Involved in organizing the Payroll Process using Pay Groups, Pay Calendars, and Pay Run Ids. Also created pay sheets used to reposit data required for employees pay calculations for each pay period.
- Extensively worked on SQR/SQC reports & customized Crystal Reports.
- Used Application Messaging for integration of PeopleSoft applications and integration to different businesses over the Internet.
- Extensively worked on Component /Data Buffer classes to modify the behavior of pages/panels.
- Designed Application Engine programs for set processing with the help of temporary tables and parallel processing.
- Designed to help employees to enter their own benefits elections when you process Benefits Administration Self Services.
- Core member of upgradation team and provided feedback and document customization to help in future upgrades of the system.

Environment: PeopleSoft HRMS 8.x, People Tools 8.12, Data Mover, People Code, PS Query, nVision, Crystal Reports, SQR, Oracle 8I

Health Care Client

Programmer/Analyst

Responsibilities:

- Involved in Fit Gap Analysis, User Meetings, Reviews, Design, Customization and Developments.
- Wrote technical specifications, functional specifications and user documents for user acceptance.
- The implementation process involved modifications/additions to the PeopleSoft delivered software package. Record Definitions, Panels, Menus and PeopleCode need to be changed to meet the business needs of the client, which encompasses study of the business process and business flow.
- Developed Record Definitions, Pages, Components, ad-hoc SQRs & ad-hoc queries, inbound and Outbound interfaces. Developed Run Control Pages as per corporate requirements and attached to menu to run the SQRs online.

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- Coordinated and communicate the Conversion efforts & Developed the Interface Requirements/Specifications/Sqr programs
- Performed troubleshooting the problem areas in the Payroll process, setting up employees working with pay sheets, performing pay calculations, pay confirmations and producing Payroll reports.
- Developed Queries, SQRs in order to support day-to-day needs. Used Maintain Security to modify security of the objects.
- Wrote SQR programs to upload and for the validation of data from legacy system to PeopleSoft system.
- Involved in the Development and Testing of the HR/Benefits, Payroll, Pension Administration and Time & Labor interfaces as a key team player of the Interface team.

Environment: Peoplesoft 7.5, People Tools 7.51, Data Mover, People Code, PS Query, nVision, Crystal Reports, SQR, SQL server 6.5

PeopleSoft Education / Certifications

Master's Degree in Computer Engineering

Bachelor's Degree in Electronics & Communication Engineering

Diploma in Computer Applications

Diploma in Interactive Web Designing

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