A1102,Elysium Apt CHS
Opp Euro School, Wakad, Pune,
411057, Mobile No: 9022776759
Email: sharmraj2021@gmail.com

Rajesh Kumar Sharma

Profile

- Result driven, multi-disciplined Techno Functional Consultant and Project Management experience with PeopleSoft/Workday HRMS modules and Banking, Retail, Government, Automotive domain.
- Worked with Projects of moderate to high complexity in multiple technologies and functions.
- Excellent team building, problem solving, supervisory and interpersonal skills.
- Significant international experience in leading offshore and on shore teams. Excellent in Translating Business needs to plans.
- Successfully managed complex projects with global implementations, rapidly evolving requirements
- Exceptional ability to maintain and build client relationships, able to comfortably converse with all facets in the client's organization
- Proficiency in building and managing highly motivated global teams
- Lead multiple large-scale projects across projects across platforms and multiple technologies (Mainframes, Oracle, SQL, DB2, SQL Server, Unix, TCC etc.)
- Strong expertise in Relational data base systems like Oracle, Oracle data integrator, SQL Server and MS Access.
- Have extensively worked on data mapping and supporting Data Extraction, transformations.
- Good Knowledge on Business Intelligence, OLTP, OLAP, Relational Data Models, Data mapping, Dimensional modelling extraction, transformation and loading process.
- Ability to develop complicated SQL script for Data validation testing by running SQL script, procedures.

Skill Set

Workday Tools	Report Writer, Matrix reports, Calculated Fields, Core Connector, EIB (Enterprise Integration Builder), Workday Studio, iLoads, Web Services, Prism, Dashboard, BIRT reports.
Document Processing	XML, XSLT, WEB Services (SOAP/REST).
Databases:	Oracle 12c/11g/10g/9i, DB2 8.0/7.0/6.0, MS SQL Server 2000/7.0/6.5, MS Access 7.0/97/2000,
Other Tools:	Oracle Report Writer, SQL, XML, XSL, PL/SQL, SQL*Plus, SQL*Loader and Developer, Power BI, Toad, UNIX Shell Scripting, HPPPM, OPL Ticket Management Tool, PVCS for configuration management. TCC, Abnitio, Sharepoint etc.
Scheduling tools:	Process scheduler
Operating Systems:	Windows Server 2010/2008/2003, UNIX, OS
PeopleSoft Tools V8.18, v8.45, v8.51	Application Designer, Query Reporting, Peoplecode, Messaging, Workflow, Component Interface, File Layout, PS Query, Application

	Engine, Application Package, TOAD, Serena Version Manager, WinSCP3, Cute FTP, SQL Developer,
Modules	Core-HR, Recruiting, Base Benefits, Time & Labor, NA Payroll, Employee Self Service, Manager Self Service, Recruiting, Position Management, Absence Management, Compensation, Succession Planning, Performance Management.

Education:

Master of Computer Application.
Bachelor of Science.

Professional Experience:

Project Name   **:** **Safelite Corp**. Columbus, OH , US

Duration   **:** April 2022 Thru Till Date

Role   **:** Sr**.** Workday Consultant

As Sr. Workday Consultant provided clients IT department a support HCM Workday Applications modules. Overall manage enhancements , create reports and integrations.

<u>**Responsibilities**</u>

Work in the lead role to assist with following activities for success of the Workday HR project

- Create various advanced, matrix, trending and composite reports based on business needs
- Develop integrations using workday studio tool and Enterprise Interface Builder (EIB), Core Connector and deploying it into workday tenant.
- Develop integrations using Core connector, Studio and EIB to send and bring data from Workday.
- Created calculated fields based on the requirement from the client and used in custom reports.
- Helps to develop and maintain functional and system documentation for Workday (PRD/ BRD/ TDD etc)
- Responsible for development and management of Mass Update EIB's
- Keeps pace with new functionality from Workday as part of Release Management in order to influence the strategic technical direction
- Assesses upcoming Workday release functionality and impacts to client business processes
- Responsible for the generation of client requested reports and dashboards (not requiring Workday Studio or those considered higher complexity)
- Provides guidance and coaching to Configuration Analysts
- Worked on PECI and ADP interface.

Project Name   **:** **SunTrust Bank Inc**. Atlanta, US

Duration   **:** April 2018 Thru March 2022

Role   **:** Workday Consultant

SunTrust Bank Inc and BB&T has decided to Merge to become Truist Bank so as Senior HR Workday Integration Consultant assisted the client in gathering requirements, documentation, design, development, implementation, and support of the Workday HCM Modules. Experience in configuring - business processes, recruiting set up values, career site, job application templates, Job Requisition, job posting templates, candidate grids, offer letter including layout setup, questionnaires, custom Object, dashboards, embedded reports, Worklets.

Responsibilities
Work in the lead role to assist with following activities for success of the Workday HR project

- Worked with the implementation partners and the business users to create the design documents for the data conversion from PeopleSoft to Workday.
- Created various advanced, matrix, trending and composite reports based on business needs
- Developing the integrations using workday studio tool and Enterprise Interface Builder (EIB), Core Connector and deploying it into workday tenant.
- Converted PeopleSoft historical reporting data to Prism Analytics and developed Discovery dashboards and reports in WD for Earnings/Deduction and payroll Balances etc.
- Extracted data from legacy system performed a data transform to workday compatible format.
- Built an integration to send existing, new, and changed job requisitions to external vendor applicant tracking systems.
- Built Core HR related advanced Reports and integrations to send employee, position and cost centers data etc.
- Developed inbound integration to bring in results to workday after payroll run is complete.
- Proficient in transforming the data by using XSLT.
- Created calculated fields based on the requirement from the client and used in custom reports.
- Actively participated in meetings to discuss about timeline of the project.
- Helped customer implement and go live with Workday Core HCM and Benefits.
- Configured integration system security segments and integration system security groups to control the security for running and scheduling integrations.
- Tested integrations and supported post productions support for reports and integrations.

Project Name : OAKS, State of Ohio. Columbus
Duration : Nov 2016 Thru March 2018
Role : Sr. PeopleSoft Consultant/Project Manager
As Sr. Consultant providing clients IT department a strategic approach in maintaining and support for PeopleSoft HCM, CRM. ELM Applications.

Responsibilities
- Responsible for applying Bundles, Tax Updates. Monthly, Bi-Weekly NA Payroll and other batch processes support.
- Managed and planned the periodic DR Drill and ensuring the health of DR environment.
- Ensuring Tickets resolution and meeting SLA and other supports required by team.
- On Call support and other HCM/ELM/CRM activities.

Project Name : ABG – Aditya Birla Group**,** Mumbai India

Employer : IBM India Pvt. Ltd.

Duration : Aug 2015 Thru Oct 2016

Role : Project Manager

Functional :Workforce Administration, Position Management, Competency Management, Career Planning, Succession Planning, Profile Management, Performance Management, ESS & MSS, Base Benefits, EIP, Compensation,

Technology : Application Designer, People Code, Component Interface, File Layout, PS Query, Application Engine, SQR, Application Package, SQL Developer, OTRS - Ticket Management Tool,

Database : Oracle/DB2

General Information: As Sr. Peoplesoft Consultant provided clients IT department a strategic approach in maintaining support for PeopleSoft application. Overall Manage the L2 team and to ensure the below IBM Responsibilities are taken care

Responsibilities

- Determine viable resolution options, Coordinate all scheduled activities with BMCSL and IBM.
- To manage the tasks and priorities across the team.
- Provide technical and functional solution in areas Global Payroll (India), Absence Management, Workforce Administration, Position Management, Competency Management, Career Planning, Succession Planning, Profile Management, Performance Management, ESS & MSS, Base Benefits, EIP, Compensation.
- Responsibility of interacting with the ABG higher management and providing them the latest update on the status of the project and do weekly presentation about updates on Demands and Incident, Service request tickets.

- Responsible in estimating the identified demands from the business users.

- Responsible in applying PUM updates.

Project Name : Daimler , Montvale New Jersey USA

Duration : Sep 2011 Thru Till July 2015

Role : Project Lead (Onsite Sep 2011 – Oct 2013, Offshore Oct2013 - July 2015)

Functional: Core-HR, Recruiting, Base Benefits, Time & Labour, Absence Management, NA Payroll, Employee Self Service, Manager Self Service, Interfaces, Processes

Technology: Application Designer, People Code, Component Interface, File Layout, PS Query, Application Engine, SQR, Application Package, Serena Version Manager, WinSCP3, SQL Developer, HPPPM, Ticket Management Tool, PVCS for configuration management

Database : Oracle/DB2

PeopleSoft HCM Project Lead (IBM India Pvt Ltd)

General Information: As Project Lead, provided clients IT department a strategic approach in maintaining AMS support for PeopleSoft application.

Responsibilities

- Responsible for maintaining the Defect and Enhancement portfolio at Daimler by providing resolutions to the tickets in areas of Time and Labor, NA Payroll, CORE HR, Recruiting, Security& Base Benefits.
- Responsibility of interacting with the Daimler (Mercedes Benz USA) higher management and providing them the latest update on the status of the project and do weekly presentation about updates on Demands and Incident, Service request tickets.
- Responsible in estimating the identified demands from the business users.
- Responsible in applying HR bundles and Tax Updates.

Project Name   : Plateau Enterprise (Talent Management System), SunTrust Banks, Inc Atlanta
Employer   : IBM India Pvt. Ltd.
Duration   : Oct 2010 Thru Aug 2011
Role   : Onsite Project Lead
Functional: Core-HR, Employee Self, Workforce Administrator, Talent Management System, LMS Interfaces, Processes
Technology: DB2, SQL Server, Tools: Ab Initio (Co.Op 2.14, GDE 1.14.35), DB2, EME, Application Designer, SQR, People Tools, People Code.
Database   : SQL Server/DB2

General Information: Implement Plateau's hosted enterprise Talent Management System (TMS) by replacing the existing SunTrust's Learning Management Solution. Plateau's enterprise TMS module(s) comprised of the following modules:

- Plateau Learning
- Learning Management System
- Virtual Learning System (VLS)

Responsibilities
- Deploy LMS software solution to pre-hires, active employees and contractors
- Create One-way data integration between the DIME and PeopleSoft to push data into the LMS.
- Migrate approved courses, learner transcripts, and maintain information related to training locations, classrooms and instructors from the current LMS PeopleSoft solution to the new LMS solution
- Responsible for co-ordinating the build of infrastructure to support the new LMS to include: any server, middleware, storage solution, content servers, email servers, and/or scheduling servers
- Create change initiative to prepare company for new LMS. This would include corporate communications, governance board, LMS and process training and evaluations of the staffing needed to make the system successful
- Enterprise reporting solution to support learners, managers, administration and compliance
- Review non-relevant course content to be archived and not visible, but still available for reporting
- Revise catalogue structure and curriculum clean up
- User acceptance testing of all required functionality

- Pilot LMS to a specified target audience. Use pilot to test new functionality and business processes
- Establish all LMS security roles and profiles based on job profile
- Allow add-in functionality to be deployed in future releases such as mobile learning, HR Suite and Social Networking
- Fulfilment: Future plan to Incorporate the production of ordering system (Mimeo) with the LMS to automate our ordering process
- Involved in Design and Development of the Interfaces.
- Communicated with Business users and other team in gathering the requirements and developing the module.
- Developed an interface system that transfers files from one system to another system to keeps both the systems in sync.
- Developed couple of one-time graphs for data conversion to suit the on-going enhancement.
- Involved in Unit, System, Integration and Regression testing.
- Gained experience in using various Ab-Initio graph components. Developed graphs for common utilities.
- Responsible for the design, development, implementation, conversion and testing of ERP integrated systems.
- Managed and worked with cross-functional departments with demonstrated results (ie: ETRM , Sever Engineering group etc).Scheduled, tracked and reported throughout life cycle of project.
- Involved in co-ordination and setup of Content Management server in SunTrust Environment to make it work seamlessly with Plateau Talent Management Systems hosted in vendor environment.

Project Name   : Taleo Talent Acquisition system **,** SunTrust Banks, Inc Atlanta
Duration   : Jan 2009 Thru Feb 2010
Role   : Onsite Project Lead
Functional   : Core-HR, Employee Self, Workforce Administrator, Taleo Talent Acquisition,
                              Interfaces, Processes.
Technology   : Application Designer, People Code, Component Interface, File Layout, Application
                              Engine, SQR, DB2, HPPPM, Taleo Connect Client.
Database   : DB2
General Information: As Project Lead, provided clients IT department a strategic approach on Implementation of Taleo Talent Acquisition system and replace the existing ERP PeopleSoft Recruiting Solution. Integration of Taleo application to SunTrust portal in order to support the Single Sign On solution between two applications. Integrating Taleo Talent Acquisition system with PeopleSoft, and third party vendors like big-b havis , Shekhar (Teller Assessment) Talent Reach , e-Quest, Monster job site , Choice point (Drug Test and background test) , Aware process and Corp Organization Chart

Responsibilities:
- Worked closely with Vendor (Taleo) and SunTrust functional consultant, business users to fully scope each phase of the project, objectives, project team members, milestones, change management issues and deliverables of each step in the implementation and to ensure that the finished implementation will meet SunTrust requirements.

- Preparation of Fit Gap analysis document and create a mapping document and create interfaces in TCC (Taleo Connet Client) .

- Ensured SunTrust accepted data architecture practices are integrated and adoption strategies are in place.
- Responsible for the design, development, implementation, conversion and testing.
- Managed and worked with cross-functional departments with demonstrated results. (Ie: ETRM , Sever Engineering group etc).

- Developing road map including the design documents, test plans, strategy for deployment after requirement capturing sessions from legacy system PeopleSoft 8.9 to Taleo System and vice versa.

- Responsible for estimating the development effort and design of TCC Interfaces to load organization hierarchy, Location, work location, job family, job function and User data to Taleo System coming from PeopleSoft.

- Developed CI in PeopleSoft to bring recruiting and On-boarding data to PeopleSoft.

- Design the Interface Batch process system in TCC and PeopleSoft to incorporate the scheduling of batch processes from legacy system and Taleo System.

- Creating training plan for the business users, production support team for making them well versed with the Taleo Talent Acquisition system, TCC (Taleo Connect Client) and Interfaces used for exchange of data between PeopleSoft and Taleo System.

- Co-Authored project technical design document, test plan and Support playbook and served as Technical editor for all client deliverables, ensuring compliance with SunTrust business and contract requirements.

Project Name   : SunTrust Banks, Inc (Production Support & Enhancement)
Duration   : Jul 2006 Thru Dec 2008
Role   : Onsite Lead
Functional   : Core-HR, Recruiting, Base Benefits, Time & Labor, Absence Management, NA Payroll,   Employee Self Service, Manager Self Service, Interfaces, Processes
Technology   : Application Designer, People Code, Component Interface, File Layout, PS Query, Application Engine, SQR, Application Package, Serena Version Manager, WinSCP3, SQL Developer, HPPPM, Ticket Management Tool, PVCS for configuration management, Application Package, Mainframe, JCL.
Database   : Oracle/DB2

General Information: SunTrust Banks Inc has agreed to outsource the support, Enhancement and project work of PeopleSoft HRMS 8.9, to IBM India Private Ltd . These applications are deployed across the services organization and cover areas such as e-Recruit , Workforce Administration, North American Payroll, Benefits , Time and Labor ,Employee Self Service and Manager Self Service etc.

Responsibilities
- Principal responsibilities would comprise of understanding the business process of the customer, arrive at the technical solution to cater to the need of business and prepare technical specification documents, if needed code and deliver the final product to the client that meets

requirements.

- Responsible for production support by resolving issues and ticket on a 24X7.
- Responsible for applying regular Tax updates, bundles and Maintenance pack.
- Interact with client and understand day to day issues. Troubleshoot issues to arrive at a solution and discuss the same with the customer. If required, simulate the solution and explain the same to customer before actual implementation.
- Test the proposed solutions before delivering to client and obtain signoff. Coordinate with the technical team to give inputs for the development of the custom objects.
- To gather requirements from the users and facilitate the transfer of the same requirements to the offshore team in India.
- Responsible for managing scope, planning, tracking, change control, aspects of the project.
- To provide Technical Guidance to the offshore developers
- To work closely with the on-site Project Manager for estimation and scheduling.
- To track mile stones with the end-users and the off-shore delivery team in India.
- Establish Quality Procedure for the team and continuously monitor and audit to ensure team meets quality goals.
- Working and Coordinating with Functional Lead and various stake holders involved in the Software Development Life Cycle (SDLC) to migrate the Custom Projects , Bundles and Fixes.

Project Name **:** NTL (Production Support & Enhancement)

Duration **:** Jul 2004 Thru Jun 2006

Role **:** Sr System Engineer

Functional: Core-HR, Payroll Interface, Employee Self Service, Manager Self Service, Custom Interfaces, Processes.

Technology: Application Designer, People Code, Component Interface, File Layout, PS Query, Application Engine, SQR, Application Package, Serena Version Manager, WinSCP3, SQL Developer, Ticket Management Tool, PVCS for configuration management.

Database **:** SQL Server.

General Information: NTL,US based large communication Company providing Telco, cable TV, Internet and Broadband services, funded at 1993. Grew by acquisitions in UK-IBA, Comcast, Cabletel, Diamond Cable, Cambridge Cable, Consumer Co.12,000 Staff–over 190 UK locations. First PeopleSoft HRMS support, maintenance and enhancement project in EMEA to involve IGS India. NTL has agreed to outsource the support and migration work of PeopleSoft HRMS 8.4 to 8.8, to IBM Global Services India

Responsibilities

- To understand Client's processes migrating from one version to another.
- To gather requirements from the users and facilitate the transfer of the same requirements to the offshore team in India.
- To estimate the work items.
- To provide Technical Guidance to the offshore developers
- To work closely with the on-site Project Manager for estimation and scheduling.
- To perform high level design.

- To track milestones with the end-users and the offshore delivery team in India.
- Report status to the UK Project Manager.
- Preparing functional and technical specifications.
- Detail designing of technical document on the basis of the functional documents.
- Preparing Unit Test Plan (UTP).
- Program development using People code, Application Engine, Workflow, Component Interface, etc.
- Writing Interface and batch program for HRMS using Application engine and SQR.

Project Name : **Washington Post-** PeopleSoft Upgrade Project
Duration : Oct 2003 Thru May 2004
Role : System Engineer
Functional: Core-HR, Employee Self Service, Manager Self Service , NA payroll, Base Benefits,
Technology : Application Designer, People Code, Component Interface, File Layout, PS Query, Application Engine, SQR.
Database : Oracle

General Information: Washington Post is one of the leading media and education services company in United States. The project scope was s up gradation of their PeopleSoft HRMS ver 8.01 to 8.8. Modules: Core HR, Recruiting, North America Payroll, Time and Labor, Self Service and MSS.

Responsibilities
- Identified and documented all customizations and mapped them to functional specifications for the customizations.
- Running Compare Reports and Copying objects from PSUPG1 database into PSDEV8.9 database.
- Analyzed user requirements and developed plans for Change Request, New applications and Interfaces
- Developments using People Tools, People code, SQR, Crystal, Oracle procedures.
- Using Data mover for Exporting and importing the data from PSUPG1 database into PSDEV8.9 database.
- **Customized and modified Fields, Tables, pages, components, Menus and portal registry.**
- Modified Record level People Code, page level People Code, component level People Code.
- Upgrading all SQR's, SQC's and Query Reports modified based on new custom tables and fields,
- Customized and developed SQR, nVision and Crystal for Payroll, Benefits, T&L and HR.
- Prepared Technical Documentation based on their format.
  Tested application manually for verifying objects and functionality.

Trainings Acquired:

- Leadership skills and its implementation
- 5-day training program on Quick Test Professional Suite (QTP)
- Quality and Processes at IGSI – Overview
- Quantitative Project Management
- SOA and Web Services (Online)
- Financial Services and Automotive sector Domain Exchange Programmed.
- 5-day PeopleSoft Training on T&L for v9.0 from Oracle
- 5-day Training on Leadership and Management Skills from IBM (Houston).

Awards & Certifications:

- Recognized by SunTrust and awarded CIO award for Implementing Taleo project in time and under budget.
- CIO Award for Technical Expertise and best Managed HRIS Project (SunTrust) for the Year 2009, 2010.

References:

- Holly Cottene (Project Manager – Safelite Group)
  holly.cottone@safelite.com (614-361-9356)
- Eva Schaub (Project Manager – Mercedes Benz , USA),
    Eva.Schaub@mbusa.com
- Metcalfe, Rae R (Managing Consultant – IBM USA)
    rae.metcalfe@us.ibm.com